

**Department of
Veterans Affairs**

Memorandum

Date: JAN 29, 2009

From: Acting Under Secretary for Benefits (20)

Subj: Fiscal Year (FY) 2009 Equal Employment Opportunity (EEO) Program Status Report (Management Directive – 715)

To: Deputy Assistant Secretary for Office of Diversity and Inclusion (06)

1. Attached is the Veterans Benefits Administration's Equal Employment Opportunity Program Status Report submission for FY 2009.
2. Questions concerning this report may be directed to Lois Scoon at 202-461-9426 or 202-461-9420.

Michael Walcoff
Michael Walcoff

Attachments

EEOC FORM
715-01
PART A - D

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT

For period covering October 1, 2008 to September 30, 2009

PART A Department or Agency Identifying Information	1. Agency		1. Department of Veterans Affairs	
	1.a. 2 nd level reporting component		Veterans Benefits Administration	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 810 Vermont Avenue, NW (20M2)	
	3. City, State, Zip Code		3. Washington, DC 20420	
	4. CPDF Code	5. FIPS code(s)	4. VALA	5. 11DC
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 16,968
	2. Enter total number of temporary employees			2. 2,396
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 19,364
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. P. W. Dunne, Under Secretary for Benefits	
	2. Agency Head Designee		2. Michael Walcoff, Deputy Under Secretary for Benefits	
	3. Principal EEO Director/Official Official Title/series/grade		3. Geraldine V. Breakfield, Associate Deputy Under Secretary for Management	
	4. Title VII Affirmative EEO Program Official		4. Geraldine V. Breakfield, Associate Deputy Under Secretary for Management	
	5. Section 501 Affirmative Action Program Official		5. Geraldine V. Breakfield, Associate Deputy Under Secretary for Management	
	6. Complaint Processing Program Manager		6. Ralph Torres, Deputy Assistant Secretary for Resolution Management	
	7. Other Responsible EEO Staff		Lois Scoon, EEO Specialist, Team Leader	
			Gwendolyn R. Reid, EEO Specialist	
			Johnny Logan, EEO Specialist	

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</i>		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)		CPDF and FIPS codes
	Central Office, Washington, DC		VALA 11DC
	Philadelphia Regional Office, Philadelphia, PA		VALA 42PA
	St. Petersburg Regional Office, St. Petersburg, FL		VALA 12FL
	Atlanta Regional Office, Decatur, GA		VALA 13GA
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]		
Brief paragraph describing the agency's mission and mission-related functions	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement		
Summary of results of agency's annual self- assessment against MD-715 "Essential Elements"	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier		
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]		
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans		
Summary of EEO Plan action items implemented or accomplished	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues		
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	*Copy of Facility Access ability Survey results as necessary to support EEO Action Plan for building renovation projects		
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	*Organizational Chart		

EEOC FORM 715-01 PART E	<i>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</i>	
Veterans Benefits Administration		For period covering October 1, 2008 to September 30, 2009.
EXECUTIVE SUMMARY		
<p>FUNCTION: In partnership with the Veterans Health Administration and the National Cemetery Administration, the core mission of the Veterans Benefits Administration (VBA) is to provide benefits and services to veterans and their families in a responsive, timely and compassionate manner in recognition of their service to the nation. The specific function for VBA is to provide benefits and services to veterans and their families through the 57 regional offices and centers. Those benefits and services include compensation and pension, education, loan guaranty, vocational rehabilitation and employment, and insurance.</p> <p>EEO STRUCTURE AND STAFFING: During FY 2009, the Administration head, Patrick W. Dunne, Under Secretary for Benefits (USB) had the overall responsibility for VBA's EEO Program compliance, and Geraldine V. Breakfield, Associate Deputy Under Secretary for Management (ADUS), as the principal EEO Official reporting directly to the USB. The authority for EEO programs within subordinate reporting components (i.e., regional offices and centers) is vested with the Regional Office Director, who is directly responsible for managing the facility. VBA maintains full-time EEO staff at VA Central Office and collateral-duty EEO Staff at the regional offices, with the exception of two full-time EEO Program Managers located at St. Petersburg Regional Office, and the Philadelphia Regional Office.</p> <p>WORKFORCE: VBA had a total of 19,364 employees at the end of FY 09, which represents 1,143 separations (permanent employees), and 3,350 new hires. Of this number, White males represent 30.65 % (5,936 employees) and White females 30.51 % (5,907 employees); Black males represent 10.74 % (2080 employees) and Black females 17.06% (3,304 employees); Hispanic males represent 2.61% (505 employees), and Hispanic females 2.50% (485 employees); Asian males represent 1.28% (248 employees) and Asian females 1.25% (242 employees); Native Hawaiian or other Pacific Islander males represent 00.11% (21 employees) and females at 00.10% (19 employees); American Indian/Alaska Native males represent 00.98% (190 employees) and females at 1.29% (249 employees); and other race males represents 0.40% (77 employees) and females is 0.52% (101 employees).</p> <p>Of the nine occupational groups reportable for MD-715, the majority of employees fall within two major occupations Veterans Claims Examiner (0996) with 9,520 employees and Claims Assistance and Examiner (0998) with 832 employees. These two occupations also have the highest number of new hires. In FY09, 617 Veterans Claims Examiners and 80 Claims Assistance and Examiners were hired. The highest participation of employees across the General Schedule increased from GS-12 level in FY 2008 to GS-13 level with 2,896 employees in FY 2009.</p>		

EEO PLAN ACCOMPLISHMENTS:

- VBA's Office of Diversity Management & EEO sponsored its second bi-annual EEO Training Conference from February 10 to February 13, 2009 with sixty-eight (68) participants from fifty-five (55) Regional offices. The purpose of the training was to enhance the knowledge and skills of participants by providing them with workshops on the Alternative Dispute Resolution (ADR) Process, Complaint Process, and Management Directive (MD)- 715.
- Co-Sponsored with VHA, Phase III of the One-VA EEO Pilot was effective September 1, 2009 thru August 21, 2010; St. Louis Regional Office is participating in Phase III of the Pilot. The purpose of the pilot is to increase the knowledge and skills of EEO Program Managers in ADR techniques, in order to resolve workplace disputes at the earliest stage, preferably before an EEO complaint is filed.
- Served on various VA training workgroups whose accomplishments included the updating and re-engineering of the EEO, Diversity and Conflict Management training modules to facilitate standardized supervisory training, and created on-line mandatory EEO training for employees.
- Continued to utilize various recruitment programs to increase the pool of qualified applicants and diversity within the workforce. These programs include the Federal Career Internship Program (FCIP), Summer Intern Program, Student Temporary Employment Program (STEP), Student Career Employment Program (SCEP), and Promotion Certification Process (PCP). For example, VBA sponsored eleven (11) participants in the Summer Internship Program in FY 2009, of which five (5) interns were from the Hispanic Association for Colleges and Universities National Internship Program (HACU), five (5) interns from the National Association for Equal Employment in Higher Education Internship Program (NAFEO), and one (1) from the Washington Internships for Native Students Program (WINS).
- Re-issued EEO Policy Statement on October 2, 2009.
- VBA published on August 25, 2009 its Strategic Plan: 2009-2014, which included Objective 3.4: Increase Alternative Dispute Resolution rate to 56% by 2014. One of the action plans cited to accomplish this objective is the implementation of the EEO Pilot action items.

FACILITY SELF ASSESSMENTS (MD-715 Parts G and H): VBA's Office of DM&EEO will continue to work closely with the regional offices to ensure that EEO Policy Statements are issued/re-issued annually, EEO action plans are implemented and monitored, EEO training and guidance is provided to the regional offices; and special hiring authorities are aggressively utilized.

BARRIER IDENTIFICATION (MD-715, Part I):

1. REPRESENTATION: In FY 2009, all of the groups represented within VBA's workforce by race, national origin (RNO) and gender are above their respective level in the Relevant Civilian Labor Force (RCLF), with the exception of White females, Hispanic females, and Asian females. Even though White females represent the second largest group within VBA's workforce and the largest group in the leadership pipeline, this group is significantly below the RCLF. White females represent 30.51% of VBA's workforce and their RCLF is 46.66%. There is a slight underrepresentation of Hispanic females, and Asian females at VBA. Hispanic females represent 2.50 % of the workforce and the RCLF is 4.48 %. Asian females represent 1.25 percent, which is below the RCLF at 2.06% .

The new hires this year impacted every Race/Ethnicity and Gender in VBA's workforce. The new hires included 886 White females, 42 Hispanic females and 9 Asian females. Concerted efforts will continue to be made to recruit qualified applicants from these underrepresented groups as provided in Part I.

2. GRADE PARITY: Workforce data shows that promotion rates are fairly close to availability rates, with some variations in employees with targeted disabilities, which VBA will review.

3. TARGETED DISABILITIES: In FY 2009, employees with disabilities comprised 15.54% (3009 employees) of VBA's total workforce. Of this percentage, 2.27% employees have targeted disabilities (440 employees). VBA increased its total workforce of employees with targeted disabilities from 375 employees in FY 2008 to 440 employees in FY 2009. This is an increase of 65 new hires with targeted disabilities resulting in a participation rate of 2.27%, which is the same as the "Federal High" participation rate of 2.27 percent. VBA continues to take assertive action to increase recruitment of applicants with targeted disabilities by networking with disability affinity groups and greater use of special hiring authorities under Schedule A and other provisions.

4. VETERANS: The number of veterans in VBA's workforce increased by 477, from 7,273 veterans in FY 08 to 7,750 in FY 09, representing 46.34% of the workforce. This is a slight decrease from 46.87 percent in FY08. However, VBA is putting forth diligent efforts to increase the veterans onboard by expanding its use of special hiring authorities such as Veterans Readjustment Act (VRA) appointments and other provisions.

5. TRAINING: VBA continues to require EEO Program Managers and ADR Coordinators to complete annual core technical training on-line via the Learning Management System (LMS). New EEO Program Managers are required to complete 16 hours of training. Seasoned EEO Program Managers and ADR Coordinators must complete 8 hours of training. This training covers topics such as an overview of EEO practices, writing EEO reports and barrier analysis, Employment and Labor Law, ADR techniques including mediation, reasonable accommodations, and Limited English Proficiency (LEP).

In addition to the core technical training on LMS, VBA's Office of Diversity & EEO sponsored its second EEO Conference from February 10 to February 13, 2009 to provide additional training for its EEO Program Managers, and ADR Coordinators as stated earlier.

In anticipation of a spike in the number of employees (Baby Boomers) that will be retiring, particularly from the leadership pipeline, VBA continues to offer ongoing management development training programs such as the Leadership Enhancement and Development, Executive Coaching, Leadership Development Program, Leadership VA, Assistant Director Development Program, and the Senior Executive Service Candidate Development Program. All of these programs target qualified individuals from diverse backgrounds, to assume future leadership positions at all levels of the organization. For example, the Leadership Enhancement and Development (LEAD) Program had thirty-five (35) candidates in FY 2009, of which fourteen (14) were White females, nine (9) White males, eight (8) Black females, one (1) Black male, one (1) Asian female, one (1) Hispanic female.

EEO COMPLAINTS: The Office of Resolution Management (ORM) has the primary responsibility for processing Title VII EEO Complaints in accordance with Public Law 105-114, § 516. However, each administration including VBA annually pays a pro rated amount to ORM for the costs of processing EEO complaints. The pro rated amount that each administration is to pay is based on its FTE and the number of complaints processed. VBA paid \$167,000 in FY 2009 and this amount was increased to \$224,443 for FY 2010.

The number of EEO complaints has significantly decreased in FY 2009 as compared to FY 2008. At the end of FY 2008, there were 244 informal complaints and 146 formal complaints filed as compared to the end of FY 2009 with 117 informal complaints and 119 formal complaints. The number one basis continues to be reprisal and the number one claim is promotion/ non-selection.

VBA attributes the decrease of EEO complaints in FY 2009 to early intervention and use of ADR to resolve workplace disputes before employees file EEO complaints. EEOC's goals for FY 2009 was for 50% of employees who file a complaint to participate in ADR and 80 % offer rate for all Federal agencies. FY 2009, VBA had an offer rate of 82 % exceeding EEOC's goal of 80% an increase from the offer rate in FY 2008 that was 72%. The resolution rate for VBA in FY 2009 was 58%, which is an increase from the resolution rate in FY 2008 that was 47%. VBA had a participation rate of 45 percent in FY 2009, which is slightly below EEOC's goal of 50. In an effort to increase VBA's participation rate to meet EEOC's goal, VBA has scheduled on March 4, 2010 for the Office of Resolution Management (ORM) to provide ADR Awareness Training for employees, supervisors and managers.

A summary of EEO Plan action items that will be implemented in FY 09 is detailed in VBA's planned activities to achieve its EEO Plan objectives, which is presented in EEOC Form I, "EEO Plan To Eliminate Identified Barriers." The planned activities call for the Regional Office Director, who serves as the responsible official at each facility to ensure

that action items are implemented and evaluated with respect to eliminating barriers to Equal Employment Opportunity for VBA employees.

VBA's goal is to perform all of the essential elements of a model EEO program. Therefore, VBA is committed to an ongoing process of identifying and eliminating any barriers to Equal Employment Opportunity and correcting any EEO program deficiencies in compliance with MD-715.

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Joyce Cange am the
Acting Associate Deputy Under Secretary for Management (SES)

Principal EEO
Director/Official for

Veterans Benefits Administration

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Joyce Cange, Acting Associate Deputy Under Secretary for Management

Signature of Principal EEO Director/Official
Certificates that this Federal Agency Annual EEO Program Status Report is in compliance with EEO
MD-715.

1/29/10

Date

Michael Walcoff, Acting Under Secretary
Signature of Agency Head Designee

JAN 29 2010

Date

U.S. Equal Employment Opportunity Commission
FEDERAL facility ANNUAL EEO PROGRAM STATUS REPORT
FACILITY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Report Generated on 01/27/2010

Who contributed to the responses?	#
Facility Director	1
Facility HR Chief	0
Facility EEO/Diversity Manager	1
Facility Disabilities Manager	0
Facility Program Manager	0
Other	1

Others who contributed to the responses:	Has the facility director given written approval of these responses?	Yes	No
		1	0

Essential Element A: DEMONSTRATED COMMITMENT FROM FACILITY LEADERSHIP
Facilities ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

Complaince Indicator	EEO policy statements are up-to-date.	Measure has been met
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<input type="checkbox"/> Measur es	<input type="checkbox"/> Yes	<input type="checkbox"/> No
1. Was the EEO policy Statement issued within 9 months of the installation of the facility Head?	<input type="checkbox"/> Yes 1	<input type="checkbox"/> No 0
2. During the current facility Head's tenure, has the EEO policy Statement been re-issued annually? **Partial compliance. VBA's EEO Policy Statement re-issued and distributed on October 2, 2009, which is within the calendar year but a couple days short of being within the reporting period of FY 2009.	<input type="checkbox"/> Yes 0	<input type="checkbox"/> No 1
3. Are new employees provided a copy of the EEO policy statement during orientation?	<input type="checkbox"/> Yes 1	<input type="checkbox"/> No 0
4. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	<input type="checkbox"/> Yes 1	<input type="checkbox"/> No 0
 <input type="checkbox"/> Com pliance Indicator	 EEO policy statements have been communicated to all employees.	 Measure has been met
<input type="checkbox"/> Measur es	<input type="checkbox"/> Yes	<input type="checkbox"/> No
5. Have the heads of subordinate reporting components communicated support of all facility EEO policies through the ranks?	<input type="checkbox"/> Yes 1	<input type="checkbox"/> No 0
6. Has the facility made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	<input type="checkbox"/> Yes 1	<input type="checkbox"/> No 0
7. Has the facility prominently posted such written materials in all personnel offices, EEO offices, and on the facility's internal website? [see 29 CFR §1614.102(b)(5)]	<input type="checkbox"/> Yes 1	<input type="checkbox"/> No 0
 <input type="checkbox"/> Com pliance Indicator	 Facility EEO policy is vigorously enforced by facility management.	 Measure has been met
<input type="checkbox"/> Measur es	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Are managers and supervisors evaluated on their commitment to facility EEO policies and principles, including their efforts to:		
8. resolve problems/disagreements and other conflicts in their respective work environments as they arise?		<input type="checkbox"/> Yes No

		1	0
9. address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	Yes No	1 0	
10. support the facility's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	Yes No	1 0	
11. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	Yes No	1 0	
12. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	Yes No	1 0	
13. ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	Yes No	1 0	
14. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	Yes No	1 0	
15. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	Yes No	1 0	
16. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	Yes No	1 0	
17. Describe what means were utilized by the facility to so inform its workforce about the penalties for unacceptable behavior?			
18. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	Yes No	1 0	
19. Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	Yes No	1 0	

Essential Element B: INTEGRATION OF EEO INTO THE FACILITY'S STRATEGIC MISSION
Requires that the facility's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the facility's policies, procedures or practices and supports the facility's strategic mission.

Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met
<input type="checkbox"/> Measurables		Yes No
20. Is the EEO Manager/Officer under the immediate supervision of the facility head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		Yes 1 0
21. Are the duties and responsibilities of EEO staff clearly defined?		Yes 1 0
22. Does the EEO staff have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		Yes 1 0
23. If the facility has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		Yes 1 0
24. If the facility has 2 nd level reporting components, does the facility-wide EEO Manager have authority for the EEO programs within the subordinate reporting components? If not, please describe how EEO program authority is delegated to subordinate reporting components.		Yes 1 0
Compliance Indicator	The EEO Manager and other EEO professional staff responsible for EEO programs have regular and effective means of informing the facility head and senior management officials of the status of EEO programs and are involved in, and consulted on, management, personnel actions.	Measure has been met
<input type="checkbox"/> Measurables		Yes No
25. Does the EEO Manager have a regular and effective means of informing the facility head and other top management officials of the effectiveness, efficiency and legal compliance of the facility's EEO program?		Yes 1 0
26. Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the facility and other senior officials the "EEO state of the Facility" briefing covering all components of the EEO report, including an assessment of the performance of the facility in each of the six elements of the Model EEO Program and a report on the progress of the facility in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		Yes 1 0

27. Are EEO program officials present during facility deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
28. Does the facility consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
29. Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? I. see 29 C.F.R. § 1614.102(b)(3)	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
30. Is the EEO Manager included in the facility's strategic planning, especially the facility's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the facility's strategic mission?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
Compliance Indicator		The facility has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.		
<input type="checkbox"/> Measurables		Measure has been met		
31. Does the EEO Manager have the authority and funding to ensure implementation of facility EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
32. Are sufficient personnel resources allocated to the EEO Program to ensure that facility self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
33. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
34. Federal Women's Program - Title 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
35. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
36. People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
37. Are other facility special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?	<input type="checkbox"/> Yes		<input type="checkbox"/> No	

		1	0
Compliance Indicator	Measure		
The facility has committed sufficient budget to support the success of its EEO Programs.			
<input type="checkbox"/>	<input type="checkbox"/>	Measure has been met	
		Yes	No
38. Are there sufficient resources to enable the facility to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?		Yes 1	No 0
39. Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		Yes 1	No 0
40. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		Yes 1	No 0
41. Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		Yes 1	No 0
42. Does the facility fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		Yes 1	No 0
43. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		Yes 1	No 0
44. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices?		Yes 1	No 0
45. Is there sufficient funding to ensure that all employees have access to this training and information?		Yes 1	No 0
46. Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities?		Yes 1	No 0
47. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		Yes 1	No 0

48. to provide religious accommodations?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	1	0
49. to provide disability accommodations in accordance with the facility's written procedures?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	1	0

50. in the EEO discrimination complaint process?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	1	0
51. to participate in ADR?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	1	0

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY		
This element requires the facility Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the facility's EEO Program and Plan.		
Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met
<input type="checkbox"/> Measures		<input type="checkbox"/> Yes <input type="checkbox"/> No
52. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	1	0
53. Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate facility managers to include facility Counsel, Human Resource Officials, Finance, and the Chief Information Officer?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	1	0
Compliance Indicator	The Human Resources Manager and the EEO Manager meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met
<input type="checkbox"/> Measures		<input type="checkbox"/> Yes <input type="checkbox"/> No

54. Have time-tables or schedules been established for the facility to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
55. Have time-tables or schedules been established for the facility to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
56. Have time-tables or schedules been established for the facility to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
Compliance Indicator	Measure has been met			
<input type="checkbox"/> Measurables	When findings of discrimination are made, the facility explores whether or not disciplinary actions should be taken.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	
57. Does the facility have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
58. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
59. Has the facility, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
60. Does the facility promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0
61. Does the facility review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	<input type="checkbox"/> Yes	1	<input type="checkbox"/> No	0

Requires that the facility head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met
Measures		
	62. Do senior managers meet with and assist the EEO Manager and/or other EEO staff in the identification of barriers that may be impeding the realization of equal employment opportunity?	Yes 1 No 0
	63. When barriers are identified, do senior managers develop and implement, with the assistance of the facility EEO office, facility EEO Action Plans to eliminate said barriers?	Yes 1 No 0
	64. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into facility strategic plans?	Yes 1 No 0
	65. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	Yes 1 No 0
	66. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	Yes 1 No 0
	67. Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	Yes 1 No 0
	68. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	Yes 1 No 0
	69. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	Yes 1 No 0
Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met

<input type="checkbox"/> Measures	Yes	No
70. Are all employees encouraged to use ADR?	Yes 1	No 0
71. Is the participation of supervisors and managers in the ADR process required?	Yes 1	No 0

Essential Element E: Efficiency		
Requires that the facility head ensure that there are effective systems in place for evaluating the impact and effectiveness of the facility's EEO Programs as well as an efficient and fair dispute resolution process.		
Compliance Indicator	Measure has been met	Measure has been met
	The facility has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	
72. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	Yes 1	No 0
73. Has the facility implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	Yes 1	No 0
74. Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	Yes 1	No 0
75. Is there a designated facility official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the facility?	Yes 1	No 0
76. Are 90% of accommodation requests processed within the time frame set forth in the facility procedures for reasonable accommodation?	Yes	No

		1	0
<input type="checkbox"/> Complaint Indicator	The facility has an effective complaint tracking and monitoring system in place to increase the effectiveness of the facility's EEO Programs.	Measure has been met	
<input type="checkbox"/> Measur es		Yes	No
77. Does the facility use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the facility's complaint resolution process?		Yes 1	No 0
78. Does the facility's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		Yes 1	No 0
79. Does the facility hold contractors accountable for delay in counseling and investigation processing times?		Yes 1	No 0
80. Does the facility monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		Yes 1	No 0
81. Does the facility monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		Yes 1	No 0
<input type="checkbox"/> Complaint Indicator	The facility has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met	
<input type="checkbox"/> Measur es		Yes	No
82. Are benchmarks in place that compare the facility's discrimination complaint processes with 29 C.F.R. Part 1614?		Yes 1	No 0
83. Does the facility provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		Yes 1	No 0
84. Does the facility provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		Yes 1	No 0

	<input type="checkbox"/> Complaince Indicator	<input type="checkbox"/> Measures	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the facility's EEO complaint processing program.	Measure has been met
85. Does the facility complete the investigations within the applicable prescribed time frame?			Yes 1 No 0	
86. When a complainant requests a final facility decision, does the facility issue the decision within 60 days of the request?			Yes 1 No 0	
87. When a complainant requests a hearing, does the facility immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?			Yes 1 No 0	
88. When a settlement agreement is entered into, does the facility timely complete any obligations provided for in such agreements?			Yes 1 No 0	
89. Does the facility ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the facility?			Yes 1 No 0	
	<input type="checkbox"/> Complaince Indicator	<input type="checkbox"/> Measures	90. In accordance with 29 C.F.R. §1614.102(b), has the facility established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?	Measure has been met
			Yes 1 No 0	
91. Does the facility require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?			Yes 1 No 0	
92. After the facility has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			Yes 1 No 0	
93. Does the responsible management official directly involved in the dispute have settlement authority?			Yes 1 No 0	
	<input type="checkbox"/> Complaince Indicator	<input type="checkbox"/> Measures	94. The facility has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met

<input type="checkbox"/> Measur ables		Yes	No
94. Does the facility have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		Yes 1	No 0
95. Does the facility provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		Yes 1	No 0
96. Does the facility EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		Yes 1	No 0
97. Do the facility's EEO programs address all of the laws enforced by the EEOC?		Yes 1	No 0
98. Does the facility identify and monitor significant trends in complaint processing to determine whether the facility is meeting its obligations under Title VII and the Rehabilitation Act?		Yes 1	No 0
99. Does the facility track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		Yes 1	No 0
100. Does the facility consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		Yes 1	No 0
<input type="checkbox"/> Complaince Indicator		The facility ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of facility or other offices with conflicting or competing interests.	
<input type="checkbox"/> Measur ables		Measure has been met Yes	No
101. Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles facility representation in EEO complaints?		Yes 1	No 0
102. Does the facility discrimination complaint process ensure a neutral adjudication function?		Yes 1	No 0
103. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		Yes 1	No 0

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

<table border="1"> <tr> <td>Compliance Indicator</td><td>Measure</td><td>Measure has been met</td></tr> <tr> <td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>Yes No</td></tr> </table>	Compliance Indicator	Measure	Measure has been met	<input type="checkbox"/>	<input type="checkbox"/>	Yes No	<p>Facility personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</p>
Compliance Indicator	Measure	Measure has been met					
<input type="checkbox"/>	<input type="checkbox"/>	Yes No					
<table border="1"> <tr> <td>Compliance Indicator</td><td>Measure</td><td>Measure has been met</td></tr> <tr> <td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>Yes No</td></tr> </table>	Compliance Indicator	Measure	Measure has been met	<input type="checkbox"/>	<input type="checkbox"/>	Yes No	<p>104. Does the facility have a system of management control to ensure that facility officials timely comply with any orders or directives issued by EEOC Administrative Judges?</p>
Compliance Indicator	Measure	Measure has been met					
<input type="checkbox"/>	<input type="checkbox"/>	Yes No					
<table border="1"> <tr> <td>Compliance Indicator</td><td>Measure</td><td>Measure has been met</td></tr> <tr> <td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>Yes No</td></tr> </table>	Compliance Indicator	Measure	Measure has been met	<input type="checkbox"/>	<input type="checkbox"/>	Yes No	<p>The facility's system of management controls ensures that the facility timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.</p>
Compliance Indicator	Measure	Measure has been met					
<input type="checkbox"/>	<input type="checkbox"/>	Yes No					
<table border="1"> <tr> <td>Compliance Indicator</td><td>Measure</td><td>Measure has been met</td></tr> <tr> <td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>Yes No</td></tr> </table>	Compliance Indicator	Measure	Measure has been met	<input type="checkbox"/>	<input type="checkbox"/>	Yes No	<p>105. Does the facility have control over the payroll processing function of the facility? If Yes, answer the two questions below.</p>
Compliance Indicator	Measure	Measure has been met					
<input type="checkbox"/>	<input type="checkbox"/>	Yes No					
<table border="1"> <tr> <td>Compliance Indicator</td><td>Measure</td><td>Measure has been met</td></tr> <tr> <td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>Yes No</td></tr> </table>	Compliance Indicator	Measure	Measure has been met	<input type="checkbox"/>	<input type="checkbox"/>	Yes No	<p>105. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?</p>
Compliance Indicator	Measure	Measure has been met					
<input type="checkbox"/>	<input type="checkbox"/>	Yes No					
<table border="1"> <tr> <td>Compliance Indicator</td><td>Measure</td><td>Measure has been met</td></tr> <tr> <td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>Yes No</td></tr> </table>	Compliance Indicator	Measure	Measure has been met	<input type="checkbox"/>	<input type="checkbox"/>	Yes No	<p>105. Are there steps in place to promptly process other forms of ordered relief?</p>
Compliance Indicator	Measure	Measure has been met					
<input type="checkbox"/>	<input type="checkbox"/>	Yes No					
<table border="1"> <tr> <td>Compliance Indicator</td><td>Measure</td><td>Measure has been met</td></tr> <tr> <td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>Yes No</td></tr> </table>	Compliance Indicator	Measure	Measure has been met	<input type="checkbox"/>	<input type="checkbox"/>	Yes No	<p>106. Is compliance with EEOC orders encompassed in the performance standards of any facility employees?</p>
Compliance Indicator	Measure	Measure has been met					
<input type="checkbox"/>	<input type="checkbox"/>	Yes No					

	1	0
If so, please identify the employees by title in the comments section, and state how performance is measured.		
109. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office? If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.	Yes 1	No 0
110. Have the involved employees received any formal training in EEO compliance?	Yes 1	No 0
111. Does the facility promptly provide to the EEOC the following documentation for completing compliance:	Yes 1	No 0
112. Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate facility official, or facility payment order dating the dollar amount of attorney fees paid?	Yes 1	No 0
113. Awards: A narrative statement by an appropriate facility official stating the dollar amount and the criteria used to calculate the award?	Yes 1	No 0
114. Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate facility official of total monies paid?	Yes 1	No 0
115. Compensatory Damages: The final facility decision and evidence of payment, if made?	Yes 1	No 0
116. Training: Attendance roster at training session(s) or a narrative statement by an appropriate facility official confirming that specific persons or groups of persons attended training on a date certain?	Yes 1	No 0
117. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s?	Yes 1	No 0
118. Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted? A copy of the notice will suffice if the original is not available.	Yes 1	No 0
119. Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or facility's transmittal letter)?	Yes 1	No 0

	Yes	No
120. Final facility Decision (FAD): FAD or copy of the complainant's request for a hearing?	1	0
121. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement?	Yes 1	No 0
122. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter?	Yes 1	No 0
123. Settlement Agreements: Signed and dated agreement with specific dollar amounts; if applicable? Also, appropriate documentation of relief is provided.	Yes 1	No 0

U.S. Equal Employment Opportunity Commission
ANNUAL EEO PROGRAM STATUS REPORT
Plan To Attain the Essential Elements of a Model EEO Program
Report Generated on 01/28/2010

STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Policy statements up to date, communicated to all employees (1-7)		
OBJECTIVE 1: (VBA)	Current EEO policies and endorsements provided to all employees		
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers		
DATE OBJECTIVE INITIATED:	10/01/2008		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy		
EEO policy signed and distributed to employees yearly, widely posted. ** VBA's EEO Policies, which includes the EEO Policy Statement, Prevention and Elimination of Harassment in the Workplace was signed and distributed to employees on 10/2/2009. In FY 2010, the EEO Policy will be signed and distributed by 9/30/2010 in accordance with MD-715 standards.	09/30/2010		
Subordinate managers communicate endorsement of EEO policy. ** Managers will continue to communicate endorsement of EEO policies be declaring its position against discrimination by ensuring employees receive EEO policies and other EEO information including that about the EEO complaint process.	09/30/2009		
Applicants and new employees given EEO policy and materials on remedial procedures. ** VBA will continue to provide applicants and new employees with the EEO policies and materials on remedial procedures through New Employee Orientation, postings on bulletin boards and its website.	09/30/2009		
Other ** In addition to the EEO policies being made available to employees on VBA's web site, VBA's Office of Diversity Management & EEO has recently created its own website that will also have these policies and other EEO information for employees.	09/30/2009		
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Managers and supervisors evaluated on EEO performance (8-19)		

OBJECTIVE 2: (VBA)	EEO policy is vigorously enforced by facility management.
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers and Human Resource Managers
DATE OBJECTIVE INITIATED:	10/01/2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p> <p>Managers and supervisors evaluated on implementation of EEO policies and principles, including resolving problems, addressing concerns, and ensuring workplace free of all forms of discrimination. ** VBA continues to include in the performance standards of managers and supervisors the EEO Element in order to evaluate their performance as pertaining to the implementation of EEO policies and principles, resolving concerns, and ensuring a workplace free of all forms of discrimination.</p> <p>Staff resources provided for SEP, community outreach, and EEO audits. ** VBA continues to provide sufficient staffing and resources to operate the EEO program effectively. For example, VBA sent a representative from its EEO Office to participate in the Organizational Climate Assessment Program (OCAP) audit of the Denver Regional Office (RO) conducted 6/23-6/25/09.</p> <p>Ensure accommodations provided when possible. ** VBA's Office of Diversity & EEO continues to provide counseling services to assist disabled employees and facilitate reasonable accommodation requests in accordance with appropriate provisions such as the Rehabilitation Act.</p>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager has appropriate authority and training (20-30)
OBJECTIVE 3: (VBA)	Reporting structure gives EEO Program appropriate authority and resources.
RESPONSIBLE OFFICIAL:	Office Directors, EEO Program Managers, and Human Resources Managers
DATE OBJECTIVE INITIATED:	10/01/2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p> <p>EEO manager under immediate supervision of the facility head, and participates in decisions regarding human capital. ** In FY 2009, Geraldine Breakfield, the Associate Deputy Under Secretary for Management, serving as EEO Manager was under immediate supervision of the facility head, and participated in decisions regarding human capital.</p> <p>Duties and responsibilities of EEO staff clearly defined, staff trained. ** VBA's EEO Program Managers located within the 57 Regional Offices are all required to complete a specific number of hours of EEO</p>

training annually on-line (Learning Management Service).	
EEO Manager conducts periodic review of HR policies, procedures, practices, and outcomes. ** EEO Manager with HR Specialist conduct periodic review of HR policies, procedures, practices, and outcomes.	09/30/2009
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO program fully staffed (31-37)
OBJECTIVE 4: (VBA)	Sufficient staff and budget resources for successful EEO program.
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers
DATE OBJECTIVE INITIATED:	10/01/2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy EEO manager has authority and funding to eliminate barriers, realize equal opportunity, and maintain the facility's portion of the EEO complaint processing system. ** VBA provides its portion of funds annually to the Office of Resolution Management, who Congress mandated to process EEO complaints for the VA.
EEO and Special Emphasis programs are sufficiently staffed, including FEW, Hispanic Employment, People with Disabilities, Veterans, Blacks, American Indian, Asian, and Pacific Islander programs. ** VBA has an EEO Office located in Central Office (Washington, DC) that is comprised of two EEO Specialists (GS-13) and a Team leader (GS-14). Additionally, there is an EEO Program Manager in each of the 57 Regional Offices. All of these individuals are responsible for administering Special Emphasis programs. Activities that include, but not limited to, inviting guest speakers and decorating the bulletin boards for special observances such as Black History Month, National Disability Employment Awareness Month, Women's History Month and others.	09/30/2009
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO fully funded for program effectiveness (38-51)
OBJECTIVE 5: (VBA)	Sufficient budget to support the success of the EEO Program.
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers
DATE OBJECTIVE INITIATED:	10/01/2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Sufficient resources for barrier analysis, data collection and tracking, materials, and accommodation supplies. ** The Office of Resolution Management (ORM's) Complaint Automated Tracking System (CATS), VHA's VSSC and the U.S. Department of Defense Computer Assistance Program (CAP) provide sufficient resources for barrier analysis, data collection and tracking, materials, and accommodation supplies.		09/30/2009
Central fund for reasonable accommodations and accessibility. ** Each Regional Office is responsible for paying the cost to provide its disabled employees with accommodations. VBA also utilizes programs such as CAP to also provide technical accommodations for employees with disabilities, which is at no cost.		09/30/2009
Sufficient funding to provide EEO training to managers, EEO staff, and employees. ** VBA includes in its fiscal year budget training, including EEO training, for managers, EEO staff and employees.		09/30/2009
 STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		EEO Manager coordinates with facility management (52-53) and HR Manager (54-56).
OBJECTIVE 6: (VBA)	EEO staff regularly advises supervisors and managers about their area.	
RESPONSIBLE OFFICIAL:	Regional Office directors, EEO Program Managers, and Human Resources Managers.	
DATE OBJECTIVE INITIATED:	10/01/2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2010	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Regular (monthly to semi-annual) updates provided to managers and supervisors. ** VBA's Central Office of Diversity & EEO facilitates quarterly teleconferences with the EEO Program Managers located in the 57 Regional Offices. During these teleconferences updated information is provided by the EEO Program Manager, who in turn informs the Regional Office managers and supervisor of the updates.		09/30/2010
EEO staff coordinate EEO Plans with all appropriate facility managers, including legal, HR, finance, and information technology. ** VBA's Office of Diversity Management & EEO coordinates EEO plans with management officials and others including legal, HR, finance, and information technology by serving on various committees with these individuals and providing briefings.		09/30/2010
Reviews have been scheduled on a recurring basis, carried out timely, reported, and results acted on. ** Reviews have been scheduled on a recurring basis, carried out timely, reported and results acted on.		09/30/2010
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Discipline for findings of discrimination (57-61)	

OBJECTIVE 7: (VBA)	Discipline backs up findings of discrimination when appropriate.
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers
DATE OBJECTIVE INITIATED:	10/01/2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	<p>Facility has a table of penalties that covers acts found to be discriminatory. ** VBA uses VAs table of penalties that covers acts found to be discriminatory.</p> <p>Facility timely complies with orders from EEOC, MSPB, FLRA, arbitrators, and the Court. ** In FY 2009, VBA complied with EEOC, MSPB, FLRA, arbitrators, and the Court, and there were no sanctions imposed for noncompliance.</p> <p>Facility tracks disability accommodations to ensure compliance. ** VBA's EEO Offices and Human Resources Offices both maintain a record/tracking system for disability accommodations to ensure compliance.</p>
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers meet with EEO to solve barriers and implement plans (62-69)
OBJECTIVE 8: (VBA)	Management and EEO cooperate to identify and solve barriers.
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers
DATE OBJECTIVE INITIATED:	10/01/2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	<p>Senior managers meet with EEO staff to identify barriers to EEO. ** The Associate Deputy Under Secretary for Management for VBA meets with EEO office regularly to identify barriers, and plans to solve those barriers including workforce trend analysis of major variables.</p> <p>When barriers identified, plans to solve developed and implemented. ** Same as above.</p> <p>Workforce trend analysis conducted of major variables. ** Same as above.</p>

STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	In-depth workforce diversity analysis conducted (65-69)		
OBJECTIVE 9: (VBA)	EEO staff closely analyzes MD-715 tables and VSSC reports.		
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers		
DATE OBJECTIVE INITIATED:	10/01/2008		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p> <p>Trend analysis conducted on major EEO variables. ** VBA uses MD-715 tables, VSSC Reports, and data provided by the Office of Resolution Management to conduct trend analysis on major EEO variables.</p> <p>Analysis of management/personnel policies, procedures and practices conducted. ** Management/personnel policies, procedures and practices are annually reviewed and up-dated, if necessary, to ensure the current needs of VBA are being met.</p>		
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers encourage and participate in ADR (70-71)		
OBJECTIVE 10: (VBA)	ADR is effective.		
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers		
DATE OBJECTIVE INITIATED:	10/01/2008		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p> <p>Employees are encouraged to use ADR. ** VBA's ADR Program continues to be effective evidenced by the increase in the offer rate. VBA is making assertive efforts to increase its participation rate and resolution rate in FY 2010.</p> <p>Participation of supervisors and managers in ADR is required. ** VBA's ADR Policy dated November 9, 2004 requires supervisors and managers to participate in ADR when the employee requests it.</p>		
Other	09/30/2009		

** VBA's offer rate for ADR increased to from 72% in FY 2008 to 82% in FY 2009.

STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Sufficient staffing for data collection; analysis, audits, and reasonable accommodations (72-76)	
OBJECTIVE 11: (VBA)	Data collection for EEO is adequate.	
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers	
DATE OBJECTIVE INITIATED:	10/01/2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO staff has sufficient training in data analysis and adequate data is collected for the required analysis. ** The EEO staff receives sufficient on-going training in data analysis from the Department- Office of Diversity & Inclusion, the Office of Resolution Management (ORM) and on-line via the Learning Management System (LMS). VSSC and CATS provides VBA with ad equate data for required analysis.		09/30/2009
Resources are provided for audits, if requested. ** Resources were provided for audits (reviews) in FY 2009.		09/30/2009
A facility official is designated to coordinate accommodations. ** Each Regional Office has an EEO Program Manager who is designated to coordinate accommodations.		09/30/2009
Other ** In FY 2009, VBA sponsored a week long EEO Conference , which included a seminar on training in data analysis that was presented by the Department-Office of Inclusion & EEO		09/30/2009
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective complaint tracking (77-87, 89)	
OBJECTIVE 12: (VBA)	Facility has system to track complaints and ensure timely compliance.	
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers	
DATE OBJECTIVE INITIATED:	10/01/2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility has a system to track complaints and monitor compliance. ** VBA uses the Office of Resolution Management's Complaint Automation Tracking System (CATS) to track complaints and monitor compliance.		09/30/2009
Required training is timely provided. ** VBA EEO Staff continues to receive timely training and instructions concerning complaints from ORM.		09/30/2009
Procedural steps are completed timely. ** VBA works closely with ORM to ensure that complaints are processed timely. For example, this office processes document requests for EEO investigations and has developed a tracking system to ensure that Human Resources and other organizations, who are providing the documentation are in compliance with ORM's deadlines for submission.		09/30/2009
Other ** The most recent training on complaints was conducted by ORM at VBA's EEO Conference in February 2009.		02/09/2009

STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		TARGET DATE (Must be specific) example: mm/dd/yyyy
OBJECTIVE 13: (VBA)	Effective ADR system (90-93) Efficient and fair ADR system.	
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers	
DATE OBJECTIVE INITIATED:	10/01/2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility has established an ADR system. ** VBA has established an ADR system and continues to facilitate mediations with ORM.		09/30/2009
Managers are required to participate in ADR. ** VBA's policy dated November 9, 2004 requires managers to participate in ADR when an employee requests ADR.		11/09/2004
Management official in ADR has settlement authority. ** Before participating in ADR, VBA's ADR coordinators advise management officials that s/he must have settlement authority.		09/30/2009
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		Systems for evaluation of EEO program (94-100)

OBJECTIVE 14: (VBA)	EEO system is evaluated for impact, and effectiveness.
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers
DATE OBJECTIVE INITIATED:	10/02/2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p> <p>There are sufficient resources for the EEO complaint process. ** ORM is responsible for the processing of EEO complaints at the VA as mandated by Public Law 105-114, which established ORM in VA to process EEO complaints nationally. ORM receives funds from all three administrations to process VA EEO complaints. In FY 2 009, VBA paid its pro rata share to ORM, which is based on each administration's FTE.</p> <p>The facility monitors complaint processing to ensure meeting obligations under Title VII and the Rehabilitation Act. ** As stated above, ORM is responsible for monitoring the processing of EEO complaints. However, VBA does review EEO complaint data to determine whether obligations are met under Title VII and the Rehabilitation Act and to determine the existence of historical trends and patterns.</p> <p>Facility tracks recruitment to identify potential barriers. ** VBA does track recruitment to identify barriers by reviewing data and information provided by Human Resources and in VSSC.</p>
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Timely compliance (88, 101-123)
OBJECTIVE 15: (VBA)	Corrective actions are timely and accountable.
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers
DATE OBJECTIVE INITIATED:	10/01/2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p> <p>Facility has a system to ensure timely compliance with EEOC orders and directives. ** VBA's EEO Office works closely with ORM to ensure compliance with EEOC orders and directives by this Office submitting information and documentation timely that has been requested by ORM.</p> <p>Timely compliance is in performance standards. ** VBA has incorporated into the performance standards of its EEO Specialists the requirement to submit 'timely compliance' to ORM and other entities.</p>

Full compliance documentation is provided. ** VBA provides ORM with the documentation and information it requests in order to ensure ORM is in compliance with EEOC orders and directives.	
09/30/2009	

STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Other
OBJECTIVE 16: (VBA)	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	<p style="text-align: right;">TARGET DATE (Must be specific) example: mm/dd/yyyy</p>

U.S. Equal Employment Opportunity Commission
ANNUAL EEO PROGRAM STATUS REPORT
 EEO Plan To Eliminate Identified Barrier

Report Generated on 01/28/2010

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Less than expected representation: Many facilities, regions, and Administrations report less than expected representation of specific groups in the workforce.
BARRIER ANALYSIS 1: (VBA)	Table 1A shows underrepresentation in comparison with the Civilian Labor Force; Tables 6 and 7 reveal underrepresentation in comparison with the Relevant Civilian Labor Force. There is no strategic recruitment outreach plan or applicant flow system that addresses or identifies potential barriers to employment opportunities.
STATEMENT OF IDENTIFIED BARRIER:	VA does not have systematic focused recruitment for the groups that are underrepresented in specific major occupations.
OBJECTIVE:	Create a diverse, high performing workforce that reflects the communities we serve by identifying and eliminating barriers to equal opportunity (Goal 1 of VA Diversity and Inclusion Strategic Plan (DiSP). The MD-715 EEO Plan also serves as the FEORP Plan).
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers
DATE OBJECTIVE INITIATED:	10/01/2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DiSP) Report are identified in parentheses.	TARGET DATE (Must be specific) example: mm/dd/yyyy 09/30/2012
Using the UREP Change Report, identify the specific groups that are underrepresented in this facility, and indicate the number of years at the current rate of change needed to reach RCLF parity. (DiSP Strategy 1A1) ** White females are significantly underrepresented and Hispanic females and Asian females slightly underrepresented in comparison to the RCLF parity. At the current rate, the representation of White females is expected to reach 2000 Census RCLF parity in approximately 2.5 years. The change needed to reach RCLF parity will take longer for Hispanic females and Asian females, which is within approximately 3 years because both are the fastest growing groups and the RCLF levels are expected to be considerably higher in the 2010 Census.	09/30/2012
Using the RCLF Report, identify the occupations with the most underrepresentation for each of the underrepresented groups above, and what you will review to determine if there is a barrier. (DiSP Strategy 1A1)	09/30/2012

** White females are underrepresented in the following series: 201, 301, 305, 503, 525, 996, 998, and 1171. Asian and Hispanic females are slightly underrepresented in the same occupations.	
Show your plan (beyond national posting of vacancies), with specific locations and strategies (venues, publications, advertising, etc.) and dates, to increase the recruitment pool of these underrepresented occupations. Include areas of cooperation on between facilities. (Recruitment must remain open to all groups.) (DISP Strategy 2C8) ** VBA's plan is to increase outreach activities including job fairs, military out briefings, partnerships with more community based organizations- local school and universities, advertising in local newspapers and greater use of special hiring authorities such as the American Recovery Readjustment Act (ARRA), internal merit promotion procedures, and summer internship programs.	09/30/2012
Show your plan to use special hiring authorities, non-traditional intern programs such as HACU, and intern programs to increase the representation of these underrepresented groups. (DISP Strategy 2C1) ** VBA will utilize non-traditional summer internships such as, the Hispanic Association of Colleges and Universities (HACU) and the International Leadership Program for Asian Americans and Pacific Islanders to increase its applicant pool of qualified Hispanics and Asians. Additionally, other internship programs such as the Washington Center (WCC) for Internships and Academic Seminars will be used to attract qualified applicants from other underrepresented groups as White Females.	09/30/2012
Describe your plan to benchmark "best practices" in recruitment outreach strategies and employ them in this and subordinate facilities. (DISP Strategy 1B2) ** Best practices in recruitment outreach strategies that will be employed at more facilities to increase diversity within the workforce are the following: Participation in more Multicultural Job fairs such as the National Multicultural Job Expo at Texas State University in San Marcos, Texas, Continued partnership with community based professional organizations, colleges and universities such as Federally Employed Women (FEW), Federal Asian Pacific American Council (FAPAC), and others. Greater utilization of non-traditional summer internship programs such as the Hispanic Association for Colleges and Universities National Internship Program (HACU), National Association for Equal Opportunity in Higher Education Internship Program (NAFEO), Washington Internships for Native Students (WINs)Program, International Leadership Program for Asian Americans and Pacific Islanders.	09/30/2012
Describe your plan to review employee separation data to identify and analyze triggers to determine if there is a barrier. (DISP Strategy 1B6) ** The plan to identify and analyze triggers will include reviewing the separation data along with the information obtained from exit interviews to determine the reason(s) for employees leaving, EEO categories of these employees and historical trends, if any, for the separations.	09/30/2012
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.	
** VBA continues to cultivate and develop the next generation of women and minority leaders in the workplace through the Summer Internship Program. In FY 2009, VBA sponsored eleven (11) summer interns, of which five (5) interns were from the NAFEO Program, five(5) interns from the HACU Program, and one(1) from the WINs Program.	09/30/2012
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Grade disparity: In general, as the grade level goes up, the proportion of minorities declines.
BARRIER ANALYSIS 2: (VBA)	Analysis shows that promotion rates do not vary by race and gender, suggesting that there is no barrier, but this analysis needs to be extended to every facility. There are two driving forces in grade disparity: age and occupation. There will be considerable turnover as the baby boom retires, and the pipeline is more diverse. There is a bottleneck at grade 9: more than twice as many GS employees are hired below grade 9 as above, and only about a dozen of the occupations starting below grade 9 have a career ladder to grade 15. The solution is to get employees in the remaining occupations to get the needed education and training to move into higher graded occupations.
STATEMENT OF IDENTIFIED BARRIER:	Recruiting minorities with the training and education for occupations starting at GS grade 9 and above, and getting education and training for the others to move into these occupations.
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Cultivate an inclusive workplace that enables full participation through strategic outreach and retention (Goal 2 of VA Diversity and Inclusion Strategic Plan)
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers
DATE OBJECTIVE INITIATED:	10/01/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2012
INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DIAPI) Report are identified in parentheses.	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p> <p>09/30/2012</p>
Using the MD-715 Table 9, review the promotion rates by RNO/gender groups for each of the relevant groups in Step 5 of that report. Identify any RNC/gender groups whose promotion rate varies significantly from their availability. (DIAPI Strategy 1B1) ** In reviewing promotion rates by RNC/gender groups as shown on MD-715 Table A9, there are minority groups whose promotion rate varies significantly from their availability particularly for Black males being promoted to grades GS-12 through GS-15, and SES .	<p>09/30/2012</p> <p>Show your plan, including strategies, development and mentoring programs, succession planning, efforts to reduce pre-retirement resignations, with specific targets and dates, to review each group identified above to determine if there is a barrier to promotions. If no groups show a significant variance between promotions and availability, show your plan, with specific targets and dates, to inform employees that promotions have been shown to be awarded without bias by RNO and gender.</p> <p>** Minorities, including Black males, are often working in occupation series, which do not offer promotion potential to the higher grades of GS-12 through GS-15 and SES. These employees have to change their occupations in order to be promoted. This can be accomplished through the completion of mentor programs and training programs that will prepare them for specific occupations that offer promotion potential to higher grades. These programs include VBA's Leadership Enhancement and Development Program (LEAD), Introduction to Leadership Training (DLMT), Assistant Director Development Program, Leadership Coaching Program, Executive Fellows Program and VA SES Candidate Development Program. To ensure an increase in enrollment of qualified minorities into these programs, VBA plans to make assertive efforts to inform employees at all levels of the availability of these mentor and training programs via e-mail and postings on billboards.</p>
Using Part B of the MD-715 Table 9, review the promotions rates comparing those with targeted disabilities and those with no disability for each of the relevant groups in Step 5. There is substantial variation in promotion rates by occupation, so do this analysis one major occupation at a time. Identify any occupations whose targeted disability promotion rate varies significantly from availability. Show your plan to review each of these identified groups to see if there is a barrier to promote on of people with targeted disabilities. ** Part B of the MD-715 Table 9 shows a substantial variation in promotion rates for employees who have targeted disabilities in the Occupation Series 0998: Veterans Claims Examining Assistant. As discussed above, certain occupations do not offer promotion potential to higher grade levels. Therefore, these employees would have to change their occupation such as applying to become a Veterans Claims Examiner, Occupation Series 0996.	<p>09/30/2012</p> <p>Show your plan to review each of these identified groups to see if there is a barrier to promote on of people with targeted disabilities.</p> <p>** Part B of the MD-715 Table 9 shows a substantial variation in promotion rates for employees who have targeted disabilities in the Occupation Series 0998: Veterans Claims Examining Assistant. As discussed above, certain occupations do not offer promotion potential to higher grade levels. Therefore, these employees would have to change their occupation such as applying to become a Veterans Claims Examiner, Occupation Series 0996.</p>
Review the Career Improvement Report to identify any triggers in which groups are moving to new occupations to improve their prospects. Show your plan to ensure that all employees are notified of training opportunities and other efforts to promote upward mobility. ** Based on the Career Improvement Report, groups are moving to new occupations to improve their prospects such as Veteran Claims Examiner Assistant (0998) becoming Veteran Claims Examiner(0996.) Employment vacancies are sent to employees via e-mail, and posted on line and on billboards.	<p>09/30/2012</p> <p>Show your plan to ensure that all employees are notified of training opportunities and other efforts to promote upward mobility.</p> <p>** Based on the Career Improvement Report, groups are moving to new occupations to improve their prospects such as Veteran Claims Examiner Assistant (0998) becoming Veteran Claims Examiner(0996.) Employment vacancies are sent to employees via e-mail, and posted on line and on billboards.</p>
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.	
** VBA continues its internal recruitment initiatives through employee development and career planning programs such as the Leadership Enhancement and Development(LEAD)Program. Of the thirty-five (35) candidates in the FY 2009 program, there were fourteen (14) White females, eight(8) Black females, one(1) Asian female, and one (1) Hispanic female.	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Declining participation of people with disabilities: In the last ten years, the representation in VA has declined from about 1.8% to 1.5% or less, still above the government average of 1.0% which has been declining in parallel with VA.		
BARRIER ANALYSIS 3: (VBA)	New hires of applicants with a targeted disability into permanent positions are below the declining onboard rate. The separation rate of employees in permanent positions with a targeted disability is well above the rate for those with no disability. These two trends prevent VA from reaching our goal of 2.0%. There is currently insufficient presence and training of Selective Placement Coordinators and Reasonable Accommodation Coordinators throughout the Department.		
STATEMENT OF IDENTIFIED BARRIER:	The three primary barriers to hiring are: 1) a few occupations have grown substantially but have not included targeted disabilities at a proportionate rate; 2) a few facilities have not done an adequate job of hiring employees with targeted disabilities; and 3) there is no system for assessing accommodation requests and no centralized funding for the accommodations (an economic barrier).		
OBJECTIVE:	Cultivate an inclusive workplace that enables full participation through strategic outreach and retention (Goal 2 of VA Diversity and Inclusion Strategic Plan) Increase the representation of individuals with targeted disabilities to 2% by FY2010.		
State the alternative or revised agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	RESPONSIBLE OFFICIAL: Regional Office Directors, EEO Program Managers, and Human Resources Managers	TARGET DATE (Must be specific) example: mm/dd/yyyy INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.
DATE OBJECTIVE INITIATED:	10/01/2008	TARGET DATE FOR COMPLETION OF OBJECTIVE: 09/30/2009	09/30/2009
Identify the selective placement coordinator and reasonable accommodation coordinator at this facility, and the training they have had in accommodations and the use of special hiring authorities. (If none, show the plan to designate and train them.) Show the number of individuals directly assisted this fiscal year by the selective placement coordinator and the number of resulting hires. (DISP Strategy 2B4 and 3A7) ** At each regional office there is an Human Resources liaison who hires qualified applicants using special hiring authorities and an EEO Program Manager who serves as the reasonable accommodation coordinator. EEO Program Managers are required to annually complete specific EEO training online via the Learning Management System (LMS), which includes reasonable accommodation training.	Identify the facility (and subordinate facilities) proportion of employees with a targeted disability and whether than proportion is above or below goals. Indicate whether the representation has been increasing or decreasing over the last three years. If decreasing, show the plan to dramatically expand recruitment, with milestones and dates. ** Based on Part B of the MD-715 Table 1, representation of employees with targeted disabilities in VBA has been decreasing over the last three years. Employees with targeted disabilities declined from 2.44% in FY 2007 to 2.34% in FY 2008, and to 02.27% in FY 2009, which is the same percentage for the Federal High participation rate.		
Identify the specific occupations that have been growing without proportionate hiring of individuals with targeted disabilities (e.g., 201, 303, 305, etc.) and your plans to dramatically increase recruitment, with milestones and dates. ** In FY 2009, there was a massive hiring of Veterans Claim Examiners and Veterans Claim Examiner Assistants that included the hiring of persons with targeted disabilities. However, the number of persons hired without targeted disabilities was disproportionate to those hired with disabilities in FY 2009. Based on Part B of MD-715 Table 6, there was a total of 9,520 Veterans Claims Examiners (0996) and 832 Veterans Claims Examiner Assistants (0998) as compared to 165 Veterans Claim Examiners and 42 Veterans Claims Examiner Assistants. In order to increase the applicant pool of qualified persons with targeted disabilities, VBA plans to network more with affinity groups, employ summer interns with targeted disabilities, attend job fairs, and make greater use of special hiring authorities.	09/30/2012		

<p>Identify the disability affinity groups in the service area and the plans to use them in outreach and recruitment. Identify the job fairs and TAP Seminars that will occur in the service area and plans to attend them. Show the results. (DRSP Strategy 2A7)</p> <p>** Disability affinity groups that will be considered in providing assistance in the outreach and recruitment of applicants with targeted disabilities is the Office of Disability Employment Policy which has launched a new electronic newsletter that highlights its initiatives and developments in employment & disability policy and programs, and Abilities, Inc. that provides support services and technical assistance to employers who hire persons with disabilities. Disabled Career Expo for People with Disabilities have been identified through the organization Equal Opportunity Publications, INC. In 2010, there will be two of these expos that will occur in Washington, D.C. and three others taking place in New York, Boston and Los Angeles.</p>	<p>Ensure that EEO staff and managers are trained in reasonable accommodations and the CAP program.</p> <p>** EEO Program Managers are required to annually complete core technical training on LMS, which includes topics on reasonable accommodations and information is provided about CAP by distribution of lecture and quarterly teleconferences.</p>	<p>Identify the plans to use special hiring authorities such as Schedule A, and VRA, and recruitment vehicles such as WRP, to increase recruitment of people with disabilities. (Note that numerical hiring goals are appropriate here.)</p> <p>** VBA plans to increase the employment of persons with targeted disabilities by using the following recruitment vehicles and special hiring authorities: 1) Summer interns with targeted disabilities will be hired from the Workforce Program (WRP). 2) Increased use of Schedule A to hire applicants with targeted disabilities. 3) Increase use of special appointments to hire disabled veterans such as 30% or more provision, and non-competitive appointments through the Veterans Employment Opportunities Act (VEOA) and Veterans Recruitment Appointment (VRA).</p>	<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.</p> <p>** Even though the percentage of employees with targeted disabilities has declined at VBA, there has been an overall increase in the hiring of persons with disabilities. VBA had 2,482 employees with disabilities at 15.50% in FY 2008, which was increased to 3,009 at 15.54% in FY 2009. The ratio change was .04% and the net change was 21.23%. See Part B of MD-715 Table 1.</p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Representation of disabled veterans in VA has been slowly increasing for many years, there remain many, including at least 2,300 severely injured veterans from OIF/OEF, who could be potential VA employees.</p>	<p>BARRIER ANALYSIS 4: (VBA)</p> <p>The proportion of veterans in VA is declining, as is their proportion of new hires. Many veterans are near or past retirement eligibility, so this decline may continue because the proportion of veterans age 20-40 is simply lower than in the baby boom generation. Veterans leave at a higher rate than non-veterans above age 35 and in most categories of loss. To help with recruitment, VA has established the Veterans Employment Coordination Service (VECS), with a field staff to be in direct contact with military posts. Facilities have established selective placement coordinator positions.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p>		<p>Training and metrics are needed for facility selective placement coordinators. Insufficient targeted recruitment outreach with disabled veteran affinity groups and rehabilitation facilities.</p>	
<p>OBJECTIVE:</p>		<p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Cultivate an inclusive workplace that enables full participation through strategic outreach and retention (Goal 2 of VA Diversity and Inclusion Strategic Plan) Increase the representation of veterans to 33% in total, and continue to increase the proportion of disabled veterans.</p>
<p>RESPONSIBLE OFFICIAL:</p>			<p>Regional Office Directors, EEO Program Managers, and Human Resources Managers</p>
<p>DATE OBJECTIVE INITIATED:</p>			<p>10/01/2009</p>

TARGET DATE FOR COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
09/30/2012	INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DIRSP) Report are identified in parentheses.
09/30/2009	Identify the selective placement coordinator at this facility, and the training they have had in accommodations and the use of special hiring authorities. (If none, show the plan to designate and train one.) Show the number of individuals directly assisted this fiscal year and the number of resulting hires. ** Either an EEO Program Manager, Human Resources Liaison or Veterans Service Representative usually serves as the selective placement coordinator at each of the fifty seven (57) VBA Regional Offices. Human Resources Liaisons typically have as a collateral duty to work also as EEO Program Managers. Therefore, they use special hiring authorities as Human Resources Liaisons, and as EEO Program Managers they are required to annually complete EEO training that includes reasonable accommodations. Veterans Service Representatives have specialized training in providing rehabilitation services, accommodations and special hiring authorities.
09/30/2012	Use the Veterans Report to identify the facility proportions of employees who are veterans and who are disabled veterans and whether these proportions are above or below goals. If below, identify the specific plans, with milestones and dates, to correct this. ** In FY 2009, VBA had a total of 7,631 veterans, which is 42.0% of the total employee workforce at 18,154. Of the 7,631 veterans, 4,454 (58.4%) are disabled veterans, and 3,095 are 30% or more disabled veterans. In all of the above categories, VBA exceeds the VA Diversity and Inclusion Strategic Plan to increase the representation of veterans to 33% in total, and continue to increase the proportion of disabled veterans.
09/30/2009	Identify the disabled veteran affinity groups and military bases in the service area and the plans to use them in outreach and recruitment. Identify the job fairs and TAP Seminars that will occur in the service area and plans to attend them. Show the results. ** VBA's plan is to continue utilizing disabled veteran affinity groups, military bases in service areas for the purpose of outreach and recruitment. Specific examples: By participating in numerous job fairs such as the National Multicultural Job Expo at Texas State University. The Waco Regional Office (RO) has increased its total workforce of veterans from 287 in FY 2008 to 328 in FY 2009, of which disabled veterans increased from 191 in FY 2008 to 212 in FY 2009. The Philadelphia Regional Office has increased its total workforce of veterans from 715 in FY 2008 to 822 in FY 2009, of which disabled veterans including 30% or more service connected disabled veterans increased from 312 in FY 2008 to 391 in FY 2009. This RO attributes the increase to announcing vacancies at its Disabled Transition Assist Program briefings held at the Willow Grove Naval Air station, Fort Dix Army Base, Dover Air Force Base, McGuire Air Force and Carlisle Army Barracks.
09/30/2009	Identify any near-by areas that may have concentrations of veterans, such as Indian Reservations, and the plans to recruit there. ** The St Petersburg Regional Office is an area that has concentrations of veterans. This RO has established partnerships with several military organizations and will continue to conduct job fairs on the MacDill Air Force Base to recruit veterans and disabled veterans.
09/30/2012	Expand use of VEOA, VRA and Schedule A hiring authorities. ** VBA will increase its use of special hiring authorities including VEOA, VRA and Schedule A to hire more veterans, disabled veterans, and persons with disabilities.
	REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE
	INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.
	** VBA's workforce of disabled veterans and 30% or more service connected disabled veterans continues to increase. Disabled veterans increased from 3,909 (57.3 %) in FY 2008 to 4,454 (58.4 %) in FY 2009, and 30% or more service connected disabled veterans increased from 2,664 (68.2%) in FY 2008 to 3,096 (69.5%) in FY 2009.
	STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Unfavorable survey responses on EEO and diversity issues. All Employee Survey results suggest that some facilities are not practicing effective communication with employees on diversity and inclusion issues.
	BARRIER ANALYSIS 5: (VBA) Training on EEO, diversity, and prevention of harassment has been widely provided, but much of this has been more of a presentation rather than actual training. The VA Learning University (VALU) has not been included in many of these efforts, and the efforts have not been coordinated. The facilities with less favorable employee survey results are often those with higher rates of EEO complaints (see Barrier 6). There is not a systematic effort to provide guidance and organizational development expertise to these facilities.

STATEMENT OF IDENTIFIED BARRIER:	Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		
OBJECTIVE:	State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		
RESPONSIBLE OFFICIAL:	Regional Office Directors, EEO Program Managers, and Human Resources Managers		
DATE OBJECTIVE INITIATED:	10/01/2009		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2012		
	<p>INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.</p> <p>Ensure that EEO staff and SEPMs are aware of the EEO materials available on-line from VALU, available for on-demand viewing on VAKN, available as published documents, and available through other means such as conference calls, shadowing assignments, etc.</p> <p>** VBA primarily provides on-line EEO training on Learning Management System (LMS). Additionally, VBA's Office of Diversity Management & EEO conducts quarterly teleconferences with EEO Program Managers located within the fifty seven (57) RO's to ensure that assignments are being understood and completed, and to inform them of the EEO materials available on VALU and other systems, and to distribute published documents.</p> <p>Maintain an EEO staff that is fully trained in the EEO core curriculum and in management skills. Specifically, new EEO Program Managers must complete sixteen (16) hours of core technical training requirements in Diversity and EEO on LMS. The other EEO Program Managers are required to complete eight (8) hours of refresher Diversity and EEO training on LMS.</p> <p>Identify the succession plans for replacements for EEO workers, given the likely retirement and resignation rates. (For likely retirement, use the Voluntary Retirement Projected Losses Report. For resignations, apply the average for the facility to the EEO staff).</p> <p>** Each regional office is responsible for developing its plan for replacement of EEO staff.</p> <p>Identify plans for providing EEO and diversity training to managers and supervisors through web communications, on-line training, stand-up training, etc.</p> <p>** VBA will continue to annually update its on-line (LMS) EEO training programs with new information and laws for EEO Program Managers, supervisors and managers. VBA also sponsors a week long Diversity and EEO training conference every two years for its EEO Program Managers supervisors, and managers, which is scheduled to happen In February 2011.</p> <p>Other.</p> <p>** VBA is currently coordinating with the Office of Resolution Management to provide ADR Awareness Training to its Central Office employees. This training presentation will be taped and later shown on-line (LMS) to the employees working in the 57 Regional Offices.</p>	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p> <p>09/30/2009</p> <p>09/30/2009</p> <p>09/30/2009</p> <p>09/30/2009</p> <p>02/07/2011</p> <p>03/12/2010</p>	<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.</p> <p>** VBA had its second Diversity and EEO Training Conference from February 3, 2009 to February for EEO Program Managers, supervisors and managers.</p>

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	High volume of discrimination complaints in certain areas.
BARRIER ANALYSIS 6: (VBA)	VA has a higher than average per capita rate of EEO complaints. The ADR program is successful and growing. EEO, diversity, POSH and No Fear training is provided. While ORM does a "root cause analysis" of the trends in complaints, there is no effort to correlate the rate of complaints with employee survey results, workforce analysis, and other measures that may identify troubled facilities and systematically support them.
STATEMENT OF IDENTIFIED BARRIER:	Lack of a systematic effort to identify troubled facilities and respond with focused training and organization development.
OBJECTIVE:	Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.
RESPONSIBLE OFFICIAL:	Outstanding customer service and stakeholder relations by promoting cultural competency, accountability, education, and communication (Goal 3 of VA Diversity and Inclusion Strategic Plan).
DATE OBJECTIVE INITIATED:	State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Regional Office Directors, EEO Program Managers, and Human Resources Managers
INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DIPA) Report are identified in parentheses.	TARGET DATE (Must be specific) example: mm/dd/yyyy
Identify and implement appropriate risk management strategies such as EEO compliance, diversity, and conflict management training to remedy deficient areas. ** VBA annually issues its EEO Policy Statement and Anti Harassment Policy to re-enforce its commitment to provide a workplace free from discrimination. Every two years, VBA also enforces mandatory training requirements by ensuring employees, supervisors and managers all complete Prevention Of Sexual Harassment training. 'No Fear Act' Training. VBA further requires all new employees to complete ADR training by viewing the video 'Mediation Zone.' VBA is planning for refresher ADR training for those who have viewed this video.	09/30/2010
Describe plan to meet VA's ADR participation goals. ** To assist VBA in reaching EEOC's ADR participation goals, The Office of Resolution Management is scheduled to conduct ADR Awareness Training for VBA employees, supervisors and managers in March 2010.	03/04/2010
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.	
** VBA has exceeded the VA and government wide offer rate of 69 % by offering ADR at a rate of 82 % in FY 2009, which is an increase from 69 % in FY 2008.	

EEOC FORM 715-01 PART J

PART I Department or Agency Information	1. Agency		1. U.S. Department of Veterans Affairs						
	1.a. 2 nd Level Component		1.a. 3000-3999 VETERANS BENEFITS ADMIN						
	1.b. 3 rd Level or lower		1.b.						
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY09.		... end of FY09.		Net Change		
			Number	%	Number	%	Number	Rate of Change	
	Total Work Force		16,014	100.00%	19,364	100.00%	3,350	20.92%	
	Reportable Disability		2,482	15.50%	3,009	15.54%	527	21.23%	
	Targeted Disability*		375	02.34%	440	02.27%	65	17.33%	
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						***		
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						90			
PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	961	158	16.44%	14	01.46%	87	09.05%	702	73.05%
4. Non-Competitive Promotions	3,780	595	15.74%	64	01.69%	185	04.89%	2,936	77.67%
5. Employee Development/Training	***	***	***	***	***	***	***	***	***
5.a. Grades 5 - 12	***	***	***	***	***	***	***	***	***
5.b. Grades 13 - 14	***	***	***	***	***	***	***	***	***
5.c. Grade 15/SES Development Training	***	***	***	***	***	***	***	***	***
6. Employee Recognition and Awards	---	---	---	---	---	---	---	---	---
6.a. Time-Off Awards (Total hrs awarded)	14,228	2,643	18.58%	318	02.24%	1,222	08.59%	10,045	70.60%
6.b. Cash Awards (total \$\$\$ awarded)	\$10,072,414	\$1,410,921	14.01%	\$239,824	02.38%	\$1,593,720	15.82%	\$6,827,949	67.79%
6.c. Quality-Step Increase	362	41	11.33%	7	01.93%	68	18.78%	246	67.96%

*** = Data is not currently being collected.

Data shown includes full-time, part-time and intermittent permanent and temporary employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for a listing of the Nature of Action codes that are included for Time-Off awards, Cash Awards, and Quality-Step Increase.

Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2009

		RACE/ETHNICITY										
		TOTAL EMPLOYEES					Non-Hispanic or Latino					Two or more races
		Hispanic or Latino					White					American Indian or Alaska Native
		All	male	female	male	female	male	female	male	female	male	male
TOTAL												male
FY 2008	#	16,014	7,405	8,609	426	443	4,928	5,021	1,643	2,690	233	0
	%	100.00%	46.24%	53.76%	02.66%	02.77%	30.77%	31.35%	10.26%	16.80%	01.45%	00.00%
FY 2009	#	19,364	9,057	10,307	505	485	5,936	5,907	2,080	3,304	248	242
	%	100.00%	46.77%	53.23%	02.61%	02.50%	30.65%	30.51%	10.74%	17.06%	01.25%	00.11%
RCLF (2000)	%	99.79%	35.86%	63.93%	02.22%	04.48%	28.95%	46.66%	02.98%	09.66%	01.15%	00.06%
Difference	#	3,350	1,652	1,698	79	42	1,008	886	437	614	15	9
Ratio Change	%	0.00%	0.53%	-0.53%	-0.05%	-0.27%	-0.12%	-0.84%	0.48%	0.26%	-0.17%	-0.20%
Net Change	%	20.92%	22.31%	19.72%	18.54%	9.48%	20.45%	17.65%	26.60%	22.83%	6.44%	3.86%
PERMANENT												
FY 2008	#	15,765	7,277	8,488	423	440	4,827	4,973	1,623	2,622	231	232
	%	99.99%	46.16%	53.83%	02.63%	02.79%	30.62%	31.54%	10.29%	16.63%	01.47%	01.47%
FY 2009	#	16,968	7,856	9,112	464	469	5,226	5,366	1,707	2,773	232	226
	%	99.99%	46.30%	53.69%	02.73%	02.76%	30.80%	31.62%	10.06%	16.34%	01.37%	01.33%
Difference	#	1,203	579	624	41	29	399	393	84	151	1	-6
Ratio Change	%	0.00%	0.14%	-0.14%	0.05%	-0.03%	0.18%	0.08%	-0.23%	-0.29%	-0.10%	-0.14%
Net Change	%	7.63%	7.96%	7.35%	9.69%	6.59%	8.27%	7.90%	5.18%	5.76%	0.43%	-2.59%
TEMPORARY												
FY 2008	#	249	128	121	3	3	101	48	20	68	2	1
	%	99.98%	51.39%	48.59%	01.20%	01.20%	40.56%	19.28%	08.03%	27.31%	00.80%	00.40%
FY 2009	#	2,396	1,201	1,195	41	16	710	541	373	531	16	16
	%	100.01%	50.13%	49.88%	01.71%	00.67%	29.63%	22.58%	15.57%	22.16%	00.67%	00.40%

Difference	#	2,147	1,073	1,074	38	13	609	493	353	463	14	15	3	3	43	57	13
Ratio Change	%	0.03%	-1.26%	1.29%	0.51%	-0.53%	-0.93%	3.30%	7.54%	-5.15%	-0.13%	0.27%	0.13%	0.13%	1.44%	2.02%	0.18%
Net Change	%	862.25%	838.28%	887.60%	1266.67%	433.33%	602.97%	1027.08%	1765.00%	680.88%	700.00%	1500.00%	0.00%	0.00%	4300.00%	5700.00%	1300.00%

NON-APPROPRIATED

FY 2008	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
FY 2009	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

Non-Appropriated employees include all employees whose salaries are paid from funds generated by the Canteens (Cost Center 8990).

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Table A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2009

3000-3999 VETERANS BENEFITS ADMIN VA-wide		TOTAL EMPLOYEES		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)						Two or More/Other Races			
						White			Black or African American			American Indian or Alaska Native			
				All	male	female	male	female	male	female	male	female	male	female	
Executive/Senior Level Officials and Managers	#	191	117	74	3	2	92	59	16	10	3	1	2	1	1
	%	100.00%	61.26%	38.74%	01.57%	01.05%	48.17%	30.89%	08.38%	05.24%	01.57%	00.52%	01.05%	00.52%	00.00%
Mid-Level Officials and Managers	#	1,172	507	665	31	32	382	431	82	185	4	6	7	10	0
	%	100.00%	43.27%	56.73%	02.65%	02.73%	32.59%	36.77%	07.00%	15.78%	00.34%	00.51%	00.60%	00.85%	00.00%
First-Level Officials and Managers	#	10,544	4,772	5,772	288	299	3,269	3,434	923	1,694	93	134	152	148	9
	%	100.00%	45.25%	54.75%	02.73%	02.84%	31.00%	32.5%	08.75%	16.07%	00.88%	01.27%	01.44%	01.40%	00.09%
TOTAL Officials and Managers	#	11,907	5,396	6,511	322	333	3,743	3,924	1,021	1,889	100	141	161	159	10
Officials and Managers RCLF	#	100%	45.31%	54.68%	02.70%	02.80%	31.44%	32.95%	08.57%	15.86%	00.84%	01.18%	01.35%	01.34%	00.08%
Professionals	#	1,614	671	943	31	65	511	601	99	221	6	13	17	36	1
	%	100.00%	41.56%	58.43%	01.92%	04.03%	31.66%	37.24%	06.13%	13.69%	00.37%	00.81%	01.05%	02.23%	00.06%
Professionals RCLF	#	100%	50.00%	49.45%	02.04%	02.60%	42.38%	39.41%	02.85%	04.71%	00.50%	00.50%	01.61%	01.86%	00.06%
Technicians	#	34	13	21	0	0	6	12	5	9	0	0	2	0	0
	%	100.00%	38.24%	61.76%	00.00%	00.00%	17.65%	35.29%	14.71%	26.47%	00.00%	00.00%	05.88%	00.00%	00.00%
Technicians RCLF	#	100%	47.06%	38.23%	02.94%	02.94%	38.24%	29.41%	02.94%	02.94%	00.00%	00.00%	02.94%	02.94%	00.00%
Sales Workers	#	24	10	14	0	0	6	7	4	7	0	0	0	0	0
	%	100.00%	41.67%	58.34%	00.00%	00.00%	25.00%	29.17%	16.67%	29.17%	00.00%	00.00%	00.00%	00.00%	00.00%
Sales Workers RCLF	#	100%	25.01%	70.83%	04.17%	08.33%	16.67%	45.83%	04.17%	12.50%	00.00%	00.00%	04.17%	00.00%	00.00%
Office and Clerical	#	3,368	1,745	1,623	110	71	950	822	568	647	40	37	52	31	7
	%	100.00%	51.81%	48.20%	03.27%	02.11%	28.21%	24.41%	16.86%	19.21%	01.19%	01.10%	01.54%	00.92%	00.21%
Office and Clerical RCLF	#	100%	20.99%	78.67%	02.02%	06.32%	15.23%	59.80%	02.40%	08.76%	00.18%	00.68%	00.98%	02.43%	00.00%
Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Craft Workers RCLF	#	100%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Operatives	#	5	5	0	1	0	3	0	1	0	0	0	0	0	0	0	0	0	0
%	&100.00%	100.00%	00.00%	20.00%	00.00%	60.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Operatives RCLF	100%	100.00%	20.00%	20.00%	00.00%	60.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Laborers	#	13	13	0	0	0	5	0	8	0	0	0	0	0	0	0	0	0	0
%	100.00%	100.00%	00.00%	00.00%	00.00%	38.46%	00.00%	61.54%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Laborers RCLF	100%	84.61%	15.38%	15.38%	00.00%	53.85%	15.38%	15.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Service Workers	#	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	0
%	100.00%	100.00%	00.00%	00.00%	00.00%	66.67%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Service Workers RCLF	100%	33.33%	33.33%	00.00%	00.00%	33.33%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL WORKFORCE	#	16,968	7,856	9,112	464	469	5,226	5,366	1,707	2,773	146	191	232	226	18	16	63	71	
%	100.00%	46.30%	53.69%	02.73%	02.76%	30.80%	31.62%	10.06%	16.34%	00.86%	01.13%	01.37%	01.33%	00.11%	00.09%	00.37%	00.42%		
TOTAL RCLF	100%	35.23%	63.50%	02.22%	04.43%	29.30%	46.51%	02.97%	09.46%	00.24%	00.51%	01.21%	02.05%	00.02%	00.06%	00.27%	00.48%		

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

The Executive/Senior Level Officials and Managers includes grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Mid-level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 1 to 12.

*** VA is not yet collecting this data.

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2009

1165 RCLF	100.02%	44.69%	55.33%	02.80%	04.31%	36.99%	42.64%	03.07%	05.43%	01.29%	02.00%	00.04%	00.08%	00.22%	00.38%	00.28%	00.49%
1171 Appraising	#	184	132	52	8	2	111	35	10	11	3	1	0	0	0	1	0
	%	100.00%	71.74%	28.26%	04.35%	01.09%	60.33%	19.02%	05.43%	05.98%	01.63%	00.54%	00.00%	00.00%	00.54%	00.00%	01.09%
1171 RCLF	100.02%	66.71%	33.31%	01.65%	01.24%	61.19%	29.43%	01.88%	01.55%	01.09%	00.59%	00.03%	00.01%	00.53%	00.25%	00.34%	00.24%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

This fixed list of major occupations was identified by the Administration EEO Office.

RCLF comparisons are based on 2000 Census National data.

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2009

3000-3999 VETERANS BENEFITS ADMIN VA-wide		TOTAL EMPLOYEES		RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
0101 Social Science																	
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected of those Identified	#	50	13	37	1	4	10	24	0	9	.0	0	0	0	1	0	
0101 RCLF	100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.30%	00.08%	00.03%	00.69%	00.56%	00.86%	00.48%	
0301 Miscellaneous Administration and Program																	
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected of those Identified	#	52	26	26	1	2	17	13	7	10	1	0	0	0	1	0	
0301 RCLF	99.99%	49.99%	50.00%	01.92%	03.85%	32.69%	25.00%	13.46%	19.23%	01.92%	00.00%	00.00%	00.00%	01.92%	00.00%	00.00%	
0340 Program Management																	
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected of those Identified	#	52	26	26	1	2	17	13	7	10	1	0	0	0	1	0	
0340 RCLF	99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%

those Identified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%

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	#	1,288	633	655	32	29	457	434	108	156	13	16	3	2	17	11	3	7	
Selected of those Identified	%	99.99%	49.14%	50.85%	0.248%	0.225%	35.48%	33.70%	0.839%	12.11%	0.1.01%	0.1.24%	0.0.23%	0.0.16%	0.1.32%	0.0.85%	0.0.23%	0.0.54%	
999_RCLF		99.99%	35.76%	64.23%	0.021%	0.0424%	0.0456%	0.028%	0.0456%	0.0301%	0.0114%	0.0099%	0.0199%	0.0099%	0.002%	0.008%	0.021%	0.048%	0.024%

0998 Claims Assistance and Examining

116 Encyclia

1105 Loan Specialist		1105 Loan Specialist									
Total Received	#	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	20	12	8	0	1	8	4	3	1	2
1165 RCLF	%	100.00%	60.00%	40.00%	0.00%	0.00%	40.00%	20.00%	15.00%	05.00%	10.00%

1171 Appraising

1171 RCLF	100.02%	66.71%	33.31%	01.65%	01.24%	61.19%	29.43%	01.88%	01.55%	01.09%	01.59%	00.03%	00.01%	00.53%	00.25%	00.34%	00.24%
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Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

This fixed list of major occupations was identified by the Administration EEO Office.

RCLF comparisons are based on 2000 Census National data.

Table A8- NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2009

3000-3999 VETERANS BENEFITS ADMIN VA-wide		TOTAL EMPLOYEES		RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
				All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	2,254	1,188	1,066	50	45	828	654	232	308	25	22	5	3	35	24	13	10	
	%	99.99%	52.70%	47.29%	02.22%	02.00%	36.73%	29.02%	10.29%	13.66%	01.11%	00.98%	00.22%	00.13%	01.55%	01.06%	00.58%	00.44%	
Temporary	#	2,505	1,275	1,230	44	16	748	564	397	538	20	17	4	3	52	63	10	29	
	%	100.01%	50.91%	49.10%	01.76%	00.64%	29.86%	22.51%	15.85%	21.48%	00.80%	00.68%	00.16%	00.12%	02.51%	00.08%	00.40%	01.16%	
Non- Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
TOTAL		#	4,759	2,463	2,296	94	61	1,576	1,218	629	846	45	39	9	6	87	87	23	39
		%	100.02%	51.77%	48.25%	01.98%	01.28%	33.12%	25.59%	13.22%	17.78%	00.95%	00.82%	00.13%	00.13%	01.83%	01.83%	00.48%	00.82%
RCLF		%	99.28%	32.42%	66.86%	02.08%	04.77%	25.97%	48.50%	02.88%	10.42%	01.05%	02.10%	00.02%	00.04%	00.21%	00.55%	00.21%	00.48%

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2009

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included

		TOTAL		EMPLOYEES		Hispanic or Latino		Non-Hispanic or Latino		RACE/ETHNICITY							
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=2 Onboard - Promotions to 3																	
ONBOARD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GRADE=3 Onboard - Promotions to 4																	
ONBOARD	#	61	27	34	2	0	17	13	8	16	0	2	0	0	0	2	
	%	100.00%	44.26%	55.74%	03.28%	00.00%	27.87%	21.31%	13.11%	26.23%	00.00%	03.28%	00.00%	00.00%	03.28%	00.00%	
PROMOTED	#	14	7	7	1	0	5	1	1	5	0	1	0	0	0	0	
	%	99.98%	49.99%	49.99%	07.14%	00.00%	35.71%	07.14%	07.14%	35.71%	00.00%	07.14%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	14	6	8	0	0	4	3	2	4	0	0	0	0	0	0	
GRADE=4 Onboard - Promotions to 5																	
ONBOARD	#	684	421	263	23	9	211	112	157	114	13	10	0	0	11	16	
	%	100.00%	61.55%	38.45%	03.36%	01.32%	30.85%	16.37%	22.95%	16.67%	01.90%	01.46%	00.00%	00.00%	01.61%	02.34%	
PROMOTED	#	208	116	92	7	3	67	34	33	41	2	3	2	0	3	10	
	%	100.00%	55.77%	44.23%	03.37%	01.44%	32.21%	16.35%	15.87%	19.71%	00.96%	01.44%	00.96%	00.00%	01.44%	04.81%	
EXPECTED	#	208	128	80	7	3	64	34	48	35	4	3	0	0	3	5	
GRADE=5 Onboard - Promotions to 6																	
ONBOARD	#	647	351	296	18	10	200	146	109	123	14	8	0	0	7	5	
	%	100.00%	54.24%	45.76%	02.78%	01.55%	30.91%	22.57%	16.85%	19.01%	02.16%	01.24%	00.00%	00.00%	01.08%	00.77%	
PROMOTED	#	305	159	146	7	9	89	69	52	61	7	4	0	1	2	1	
	%	100.02%	52.15%	47.87%	02.30%	02.95%	29.18%	22.62%	17.05%	20.00%	02.30%	01.31%	00.00%	00.33%	00.66%	00.66%	

EXPECTED	#	2	1	1	0	0	1	1	0	1	0	0	0	0	0	0	0
GRADE=11 Onboard - Promotions to 12																	
ONBOARD	#	11	2	9	0	1	2	4	0	4	0	0	0	0	0	0	0
	%	99.99%	18.18%	81.81%	00.00%	09.09%	18.18%	36.36%	00.00%	36.36%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

TOTAL Grade 2-11 Onboard - Promotions to 3-12

ONBOARD	#	2,609	1,317	1,292	75	58	690	614	462	534	52	39	0	0	24	36	14	11
	%	99.99%	50.48%	49.51%	02.87%	02.22%	26.45%	23.53%	17.71%	20.47%	01.99%	01.49%	00.00%	00.00%	00.92%	01.38%	00.54%	00.42%
PROMOTED	#	710	370	340	22	17	218	154	109	136	10	12	2	1	5	17	4	3
	%	99.97%	52.10%	47.87%	03.10%	02.39%	30.70%	21.69%	15.35%	19.15%	01.41%	01.69%	00.28%	00.14%	00.70%	02.39%	00.56%	00.42%
EXPECTED	#	710	358	352	20	16	188	167	126	145	14	11	0	0	7	10	4	3

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2009

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included.

3000-3999 VETERANS BENEFITS: ADMIN VA-wide		TOTAL EMPLOYEES		RACE/ETHNICITY									
				Hispanic or Latino		Non-Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
		All	male	female	male	female	male	female	male	female	male	female	male
GRADE=5 Onboard - Promotions to 7													
ONBOARD	#	316	134	182	6	4	87	114	26	44	2	2	0
	%	99.99%	42.40%	57.59%	01.90%	01.27%	27.53%	36.08%	08.23%	13.92%	00.63%	00.00%	03.48%
PROMOTED	#	423	185	238	8	6	118	141	42	70	3	3	2
	%	100.00%	43.73%	56.27%	01.89%	01.42%	27.90%	33.33%	09.93%	16.55%	00.71%	00.47%	00.71%
EXPECTED	#	423	179	244	8	5	116	153	35	59	3	3	0
GRADE=7 Onboard - Promotions to 9													
ONBOARD	#	2,182	1,020	1,162	50	47	669	631	237	418	28	32	0
	%	99.99%	46.74%	53.25%	02.29%	02.15%	30.66%	28.92%	10.86%	19.16%	01.28%	01.47%	00.00%
PROMOTED	#	1,893	880	1,013	41	45	588	573	193	337	28	25	4
	%	100.00%	46.49%	53.51%	02.17%	02.38%	31.06%	30.27%	10.20%	17.80%	01.48%	01.32%	00.21%
EXPECTED	#	1,893	885	1,008	43	41	580	547	206	363	24	28	0
GRADE=9 Onboard - Promotions to 11													
ONBOARD	#	2,246	1,006	1,240	49	60	679	744	216	368	33	26	0
	%	100.00%	44.79%	55.21%	02.18%	02.67%	30.23%	33.13%	09.62%	16.38%	01.47%	01.16%	00.00%
PROMOTED	#	1,352	663	689	56	33	440	398	126	217	25	22	1
	%	99.99%	49.03%	50.96%	04.14%	02.44%	32.54%	29.44%	09.32%	16.05%	01.85%	01.63%	00.07%
EXPECTED	#	1,352	606	746	29	36	409	448	130	221	20	16	0
GRADE=11 Onboard - Promotions to 12													
ONBOARD	#	1,747	738	1,009	33	57	534	589	141	308	17	34	0
	%	100.00%	42.25%	57.75%	01.89%	03.26%	30.57%	33.71%	08.07%	17.63%	01.95%	00.00%	00.52%
PROMOTED	#	652	273	379	13	20	203	218	47	117	3	14	1
	%	99.99%	41.86%	58.13%	01.99%	03.07%	31.13%	33.44%	07.21%	17.94%	00.46%	02.15%	00.15%

EXPECTED	#	652	275	377	12	21	199	220	53	115	6	13	0	0	0	3	7	1	1
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12																			
ONBOARD	#	6,491	2,898	3,593	138	168	1,969	2,078	620	1,138	80	94	0	0	0	73	84	18	31
%	99.99%	44.64%	55.35%	02.13%	02.59%	30.33%	32.01%	09.55%	17.53%	01.23%	01.45%	00.00%	00.00%	01.12%	01.29%	00.28%	00.48%		
PROMOTED	#	4,320	2,001	2,319	118	104	1,349	1,330	408	741	59	64	8	6	45	55	14	19	
%	100.00%	46.32%	53.68%	02.73%	02.41%	31.23%	30.79%	09.44%	17.15%	01.37%	01.48%	00.19%	00.14%	01.04%	01.27%	00.32%	00.44%		
EXPECTED	#	4,320	1,928	2,391	92	112	1,310	1,383	413	757	53	63	0	0	48	56	12	21	

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7,9,11,12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Race/Ethnicity and Sex FY 2009

Occupations: All occupations except doctors and nurses.

3000-3999 VETERANS BENEFITS ADMIN VA-wide		TOTAL EMPLOYEES		RACE/ETHNICITY										
				Hispanic or Latino		Non-Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		
						White	Black or African American	male	female	male	female	male	female	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=12 Onboard - Promotions to 13														
ONBOARD	#	2,896	1,221	1,675	74	99	932	1,119	167	383	32	46	0	0
%	100.01%	42.16%	57.85%	02.56%	03.42%	32.18%	38.64%	05.77%	13.23%	01.10%	01.59%	00.00%	00.41%	00.90%
PROMOTED	#	295	122	173	4	9	92	113	24	48	1	1	0	1
%	100.02%	41.37%	58.65%	01.36%	03.05%	31.19%	38.31%	08.14%	16.27%	00.34%	00.34%	00.00%	00.34%	00.00%
EXPECTED	#	295	124	171	8	10	95	114	17	39	3	5	0	0
GRADE=13 Onboard - Promotions to 14														
ONBOARD	#	1,366	602	764	35	40	443	529	106	165	13	20	0	0
%	100.00%	44.07%	55.93%	02.56%	02.93%	32.43%	38.73%	07.76%	12.08%	00.95%	01.46%	00.00%	00.00%	00.22%
PROMOTED	#	74	33	41	1	3	24	29	5	7	2	1	0	0
%	99.99%	44.59%	55.40%	01.35%	04.05%	32.43%	39.19%	06.76%	09.46%	02.70%	01.35%	00.00%	01.35%	01.35%
EXPECTED	#	74	33	41	2	2	24	29	6	9	1	1	0	0
GRADE=14 Onboard - Promotions to 15														
ONBOARD	#	310	164	146	7	8	140	94	13	42	3	1	0	0
%	99.99%	52.90%	47.09%	02.26%	02.58%	45.16%	30.32%	04.19%	13.55%	00.97%	00.32%	00.00%	00.32%	00.00%
PROMOTED	#	32	21	11	1	0	17	11	3	0	0	0	0	0
%	100.02%	65.64%	34.38%	03.13%	00.00%	53.13%	34.38%	09.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	32	17	15	1	1	14	10	1	4	0	0	0	0
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15														
ONBOARD	#	4,572	1,987	2,585	116	147	1,515	1,742	286	590	48	67	0	0
%	100.02%	43.47%	56.55%	02.54%	03.22%	33.14%	38.10%	06.26%	12.90%	01.05%	01.47%	00.00%	00.35%	00.79%
PROMOTED	#	401	176	225	6	12	133	153	32	55	3	2	0	2
%	100.01%	43.90%	56.11%	01.50%	02.99%	33.17%	38.15%	07.98%	13.72%	00.75%	00.50%	00.00%	00.50%	00.25%

EXPECTED	#	401	174	227	10	13	133	153	25	52	4	6	0	0	1	3	1	0

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 13-15 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2009

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 13-15 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex FY 2009

3000-3399 VETERANS BENEFITS ADMIN VA-wide	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non-Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-off Awards - 1-9 hours																		
Total Time- off Awards - 1-9 hours	#	1,278	512	766	36	53	347	448	79	170	12	15	1	3	33	71	4	6
%	99.99%	40.06%	59.93%	02.82%	04.15%	27.15%	35.05%	06.18%	13.30%	00.94%	01.17%	00.03%	00.23%	02.58%	05.56%	00.31%	00.47%	
Total Hours		8,304	3,297	5,007	242	351	2,204	2,955	495	1,041	78	92	4	12	242	520	32	36
Average Hours		6.50	6.44	6.54	6.72	6.62	6.35	6.60	6.27	6.12	6.50	6.13	4.00	4.00	7.33	7.32	8.00	6.00
Time-off Awards - 9+ hours																		
Total Time- off Awards over 9 hours	#	363	150	213	3	4	101	126	22	46	3	3	0	0	21	34	0	0
%	100.01%	41.33%	58.68%	00.83%	01.10%	27.82%	34.71%	06.05%	12.57%	00.83%	00.83%	00.00%	00.00%	05.79%	09.37%	00.00%	00.00%	
Total Hours		5,872	2,376	3,496	48	72	1,596	2,116	352	716	44	48	0	0	336	544	0	0
Average Hours		16.18	15.84	16.41	16.00	18.00	15.80	16.79	16.00	15.57	14.67	16.00	0.00	0.00	16.00	16.00	0.00	0.00
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	16,837	7,766	9,071	471	503	5,121	5,348	1,676	2,727	318	266	26	9	111	130	43	58
%	99.99%	46.13%	53.86%	02.80%	02.99%	30.42%	31.76%	09.95%	16.37%	01.89%	01.58%	00.15%	00.05%	00.66%	00.77%	00.26%	00.34%	
Total Amount		4,010,539	1,828,050	2,182,489	113,903	123,057	1,204,200	1,298,365	387,072	649,754	80,288	62,978	6,489	1,631	24,933	33,385	11,165	13,319
Average Amount		238.20	235.39	240.60	241.83	244.65	235.15	242.78	230.95	235.67	252.48	236.76	249.58	181.22	224.62	256.81	259.65	229.64
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	7,347	3,186	4,161	134	200	2,345	2,741	533	1,001	87	76	7	6	72	122	8	15
%	99.98%	43.38%	56.62%	01.82%	02.72%	31.92%	37.31%	07.25%	13.62%	01.18%	01.03%	00.14%	00.08%	00.98%	01.66%	00.11%	00.20%	
Total Amount		9,618,946	4,279,372	5,339,574	155,784	245,003	3,237,891	3,701,466	644,228	1,115,933	110,387	86,184	10,850	6,449	112,538	170,460	7,694	14,079
Average Amount		1,309.23	1,343.38	1,283.24	1,162.57	1,225.02	1,380.76	1,350.41	1,208.68	1,114.82	1,268.82	1,134.00	1,550.00	1,074.83	1,563.03	1,397.21	965.75	938.60
Quality Step Increases (QSI's)																		
Total QSI's Awarded	#	360	152	208	10	10	108	152	27	37	6	4	1	1	0	4	0	0
%	100.01%	42.23%	57.78%	02.78%	02.78%	30.00%	42.22%	07.50%	10.28%	01.67%	01.11%	00.28%	00.28%	00.00%	01.11%	00.00%	00.00%	
Total Benefit	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Average Benefit	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

*** This data is not available.

Please see Data Definitions for NOA codes included in the types recognition and awards.

*** This data is not available.

Table B1: Total Workforce - by Disability FY 2009

FY 2008	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
FY 2009	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Net Change	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents.

Non-Appropriated employees include all employees whose salaries are paid from funds generated by the Canteens (Cost Center 8990).

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Table B2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Disability FY 2009

		Detail for Targeted Disabilities												
All VA By VBA Area	TOTAL	Total by Disability Status			[92] Distortion of Limb/Spine									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[116, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TOTAL	#	16,968	11,816	2,134	2,617	401	60	27	23	51	21	49	6	158
	%	100.00%	69.64%	12.58%	15.42%	0.236%	0.35%	0.16%	0.14%	0.30%	0.12%	0.29%	0.04%	0.04%
Federal High	%					02.27%								
VBA AREA 0 - 0	#	852	589	143	111	9	1	1	0	3	0	1	0	3
	%	100.00%	69.13%	16.78%	13.03%	01.06%	0.06%	0.12%	0.00%	0.35%	0.00%	0.12%	0.00%	0.00%
VBA AREA 1 - EASTERN	#	3,657	2,544	571	475	67	11	3	10	7	4	9	0	23
	%	100.00%	69.57%	15.61%	12.99%	01.83%	0.08%	0.30%	0.08%	0.27%	0.19%	0.11%	0.00%	0.00%
VBA AREA 2 - SOUTHERN	#	4,351	3,159	420	685	87	8	6	4	16	6	10	0	36
	%	100.00%	72.60%	09.65%	15.74%	02.00%	0.00%	0.18%	0.14%	0.09%	0.37%	0.14%	0.00%	0.02%
VBA AREA 3 - CENTRAL	#	5,021	3,464	617	810	130	16	8	5	18	4	15	3	59
	%	100.00%	68.99%	12.29%	16.13%	02.59%	0.32%	0.16%	0.10%	0.36%	0.08%	0.30%	0.06%	0.04%
VBA AREA 4 - WESTERN	#	3,087	2,060	383	536	108	24	9	4	7	7	14	3	37
	%	100.00%	66.73%	12.41%	17.36%	03.50%	0.78%	0.29%	0.13%	0.23%	0.45%	0.10%	0.20%	0.10%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability FY 2009

3000-3999 VETERANS BENEFITS ADMIN VA-wide Occupational Category		Total WF		Total by Disability Status		Detail for Targeted Disabilities									
	#	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Executive/Senior Level Officials and Managers	#	191	129	45	14	3	0	0	0	2	0	0	0	1	0
%	100.00%	67.54%	23.56%	07.33%	01.57%	00.00%	00.00%	01.05%	00.00%	00.00%	00.00%	00.52%	00.00%	00.00%	
Mid-Level Officials and Managers	#	1,172	772	245	145	10	0	2	2	1	2	0	1	0	0
%	100.00%	65.87%	20.90%	12.37%	00.85%	00.00%	00.17%	00.17%	00.09%	00.17%	00.00%	00.09%	00.00%	00.00%	
First-Level Officials and Managers	#	10,544	7,719	1,117	1,519	189	9	11	12	26	9	25	0	93	4
%	100.00%	73.21%	10.59%	14.41%	01.79%	00.09%	00.10%	00.11%	00.25%	00.09%	00.24%	00.00%	00.88%	00.04%	
TOTAL Officials and Managers	#	11,907	8,620	1,407	1,678	202	9	13	14	30	10	27	0	95	4
Professionals	#	1,614	1,036	255	278	45	1	4	5	9	7	6	0	11	2
%	100.00%	64.19%	15.80%	17.22%	02.79%	00.06%	00.25%	00.31%	00.56%	00.43%	00.37%	00.00%	00.68%	00.12%	
Technicians	#	34	16	4	13	1	0	0	1	0	0	0	0	0	0
%	100.00%	47.06%	11.76%	38.24%	02.94%	00.00%	00.00%	02.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Sales Workers	#	24	10	9	4	1	0	0	0	0	0	0	0	1	0
%	100.00%	41.67%	37.50%	16.67%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.17%	00.00%	
Office and Clerical	#	3,368	2,120	456	640	152	50	10	3	12	4	16	6	51	0
%	100.00%	62.95%	13.54%	19.00%	04.51%	01.48%	00.30%	00.09%	00.36%	00.12%	00.48%	00.18%	01.51%	00.00%	
Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Operatives	#	5	2	2	1	0	0	0	0	0	0	0	0	0	0
%	100.00%	40.00%	40.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Laborers	#	13	10	1	2	0	0	0	0	0	0	0	0	0	0
%	100.00%	76.92%	07.69%	15.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Service Workers	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0
%	100.00%	66.67%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Total:		#	16,968	11,816	2,134	2,617	401	60	27	23	51	21	49	6	158

WORKFORCE	%	100.00%	69.64%	12.58%	15.42%	02.36%	00.35%	00.16%	00.14%	00.30%	00.12%	00.29%	00.04%	00.93%	00.04%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2009

3000-3999 VETERANS BENEFITS ADMIN VA-wide		TOTAL	Total by Disability Status						Detail for Targeted Disabilities						
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
0101 Social Science	#	761	495	45	188	33	1	4	3	5	7	1	0	10	2
	%	100.00%	65.05%	50.91%	24.70%	04.34%	00.13%	00.53%	00.39%	00.66%	00.92%	00.13%	00.00%	01.31%	00.26%
0301 Miscellaneous Administration and Program	#	578	358	97	113	10	1	2	1	0	0	2	0	4	0
	%	100.00%	61.94%	16.78%	19.55%	01.73%	00.17%	00.35%	00.17%	00.00%	00.00%	00.35%	00.00%	00.69%	00.00%
0340 Program Management	#	110	71	27	9	3	0	0	0	2	0	0	0	1	0
	%	100.00%	64.55%	24.55%	08.18%	02.73%	00.00%	00.00%	00.00%	01.82%	00.00%	00.00%	00.00%	00.91%	00.00%
0343 Management and Program Analysis	#	407	280	82	42	3	0	0	0	1	0	0	0	2	0
	%	100.00%	68.80%	20.15%	10.32%	00.74%	00.00%	00.00%	00.00%	00.25%	00.00%	00.00%	00.00%	00.49%	00.00%
0501 Financial Administration and Program	#	46	24	15	7	0	0	0	0	0	0	0	0	0	0
	%	100.00%	52.17%	32.61%	15.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 Veterans' Claims Examining	#	9,520	7,094	953	1,308	165	7	10	13	23	9	20	0	79	4
	%	100.00%	74.52%	10.01%	13.74%	01.73%	00.07%	00.11%	00.14%	00.24%	00.09%	00.21%	00.00%	00.83%	00.04%
0998 Claims Assistance and Examining	#	832	492	100	198	42	17	0	1	1	2	7	0	14	0
	%	100.00%	59.13%	12.02%	23.80%	05.05%	02.04%	00.00%	00.12%	00.12%	00.24%	00.34%	00.00%	01.68%	00.00%
1165 Loan Specialist	#	484	324	88	64	8	1	1	0	1	1	2	0	2	0
	%	100.00%	66.94%	18.18%	13.22%	01.65%	00.21%	00.21%	00.00%	00.21%	00.41%	00.00%	00.41%	00.00%	00.00%
1171 Appraising	#	184	118	34	29	3	0	0	0	0	2	0	1	0	0
	%	100.00%	64.13%	18.48%	15.76%	01.63%	00.00%	00.00%	00.00%	00.00%	01.09%	00.00%	00.54%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

This fixed list of major occupations was identified by the Administration EEO Office.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2009

3000-3999 VETERANS BENEFITS ADMIN VA-wide		TOTAL		Total by Disability Status			Detail for Targeted Disabilities					
[05] No Disability	[01] Not Identified Disability	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Schedule A												
Applications	#	***	***	***	***	***	***	***	***	***	***	***
%	#	***	***	***	***	***	***	***	***	***	***	***
Hires	#	18	10	1	6	1	0	0	1	0	0	0
%	100.00.%	55.56.%	05.56.%	33.33.%	05.56.%	00.00.%	00.00.%	05.56.%	00.00.%	00.00.%	00.00.%	00.00.%
Voluntarily Identified (Outside of Schedule A Applicants)												
Applications	#	***	***	***	***	***	***	***	***	***	***	***
%	#	***	***	***	***	***	***	***	***	***	***	***
Hires	#	2,236	1,840	66	288	42	1	3	2	4	2	1
%	100.00.%	82.29.%	02.95.%	12.88.%	01.88.%	00.04.%	00.13.%	00.09.%	00.18.%	00.09.%	00.00.%	01.21.%
												00.04.%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

This fixed list of major occupations was identified by DM&EEO.

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2009

VETERANS BENEFITS ADMIN VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	2,254	1,850	67	294	43	1	3	2	5	2	0	27	1
	%	100.00.%	82.08.%	02.97.%	13.04.%	01.91.%	00.04.%	00.13.%	00.09.%	00.22.%	00.09.%	00.00.%	01.20.%	00.04.%
Temporary	#	2,505	1,942	123	393	47	2	2	2	7	1	1	0	30
	%	100.00.%	77.52.%	04.91.%	15.69.%	01.88.%	00.08.%	00.08.%	00.08.%	00.28.%	00.04.%	00.00.%	01.20.%	00.08.%
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%
TOTAL	#	4,759	3,792	190	687	90	3	5	4	12	3	0	57	3
	%	100.00.%	79.68.%	03.99.%	14.44.%	01.89.%	00.06.%	00.11.%	00.08.%	00.25.%	00.06.%	00.00.%	01.20.%	00.06.%
Prior Year	%	100.00.%	78.94.%	04.32.%	14.72.%	02.02.%	00.03.%	00.06.%	00.06.%	00.17.%	00.11.%	00.00.%	01.48.%	00.00.%

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and Manila residents.

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Disability FY 2009

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included.

ONBOARD	#	6,491	4,886	573	913	119	7	5	9	17	8	16	0	55	2
PROMOTED	#	4,320	3,351	251	647	71	0	6	2	14	6	6	0	35	2
EXPECTED	#	4,320	3,252	381	608	79	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7,9,11,12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Disability FY 2009

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included

ONBOARD	#	653	356	112	151	34	16	-	1	0	2	0	5	0	10	0
	%	100.00%	54.52%	17.15%	23.12%	05.21%	02.45%	00.15%	00.00%	00.31%	00.00%	00.77%	00.00%	01.53%	00.00%	
PROMOTED	#	95	68	12	14	1	0	0	0	0	0	0	0	1	0	0
	%	100.00%	71.58%	12.63%	14.74%	01.05%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.05%	00.00%	
EXPECTED	#	95	52	16	22	5	--	--	--	--	--	--	--	--	--	--

GRADE=7 Onboard - Promotions to 8

ONBOARD	#	315	185	59	57	14	2	0	1	1	2	0	3	0	6	0
	%	100.00%	58.73%	18.73%	18.10%	04.44%	00.63%	00.00%	00.32%	00.63%	00.00%	00.95%	00.00%	01.90%	00.00%	
PROMOTED	#	45	29	5	9	2	0	0	0	0	0	0	0	2	0	0
	%	100.00%	64.44%	11.11%	20.00%	04.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.44%	00.00%	
EXPECTED	#	45	26	8	8	2	--	--	--	--	--	--	--	--	--	--

GRADE=8 Onboard - Promotions to 9

ONBOARD	#	67	44	14	7	2	1	0	0	0	0	0	1	0	0	0
	%	100.00%	65.67%	20.90%	10.45%	02.99%	01.49%	00.00%	00.00%	00.00%	00.00%	01.49%	00.00%	00.00%	00.00%	
PROMOTED	#	38	29	4	4	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	76.32%	10.53%	10.53%	02.63%	02.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	38	25	8	4	1	--	--	--	--	--	--	--	--	--	--

GRADE=9 Onboard - Promotions to 10

ONBOARD	#	159	84	56	18	1	0	0	0	0	0	1	0	0	0	0
	%	100.00%	52.83%	35.22%	11.32%	00.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.63%	00.00%	00.00%	00.00%	
PROMOTED	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	2	1	1	0	0	--	--	--	--	--	--	--	--	--	--

GRADE=10 Onboard - Promotions to 11

ONBOARD	#	12	4	5	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	41.67%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
PROMOTED	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	2	1	1	0	0	--	--	--	--	--	--	--	--	--	--

GRADE=11 Onboard - Promotions to 12

ONBOARD	#	11	1	9	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	09.09%	81.82%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	1	0	1	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

TOTAL Grade 2-11 Onboard - Promotions to 3-12

ONBOARD	#	2,609	1,514	422	526	147	48	10	2	9	2	17	7	7	51	1					
	%	100.00%	58.03%	16.17%	20.16%	05.63%	01.84%	00.38%	00.08%	00.34%	00.08%	00.65%	00.27%	01.95%	00.04%						
PROMOTED	#	710	521	48	128	13	1	0	0	0	0	1	0	0	11	0					
	%	100.00%	73.38%	06.76%	16.03%	01.83%	00.14%	00.00%	00.00%	00.00%	00.00%	00.14%	00.00%	00.00%	01.55%	00.00%					
EXPECTED	#	710	412	115	143	40	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

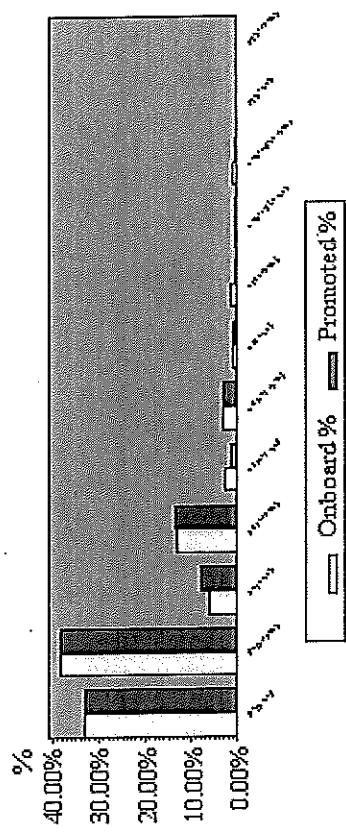
Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

MD-715 TABLE 9



Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 13-15 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NCA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

MD-715 TABLE 9

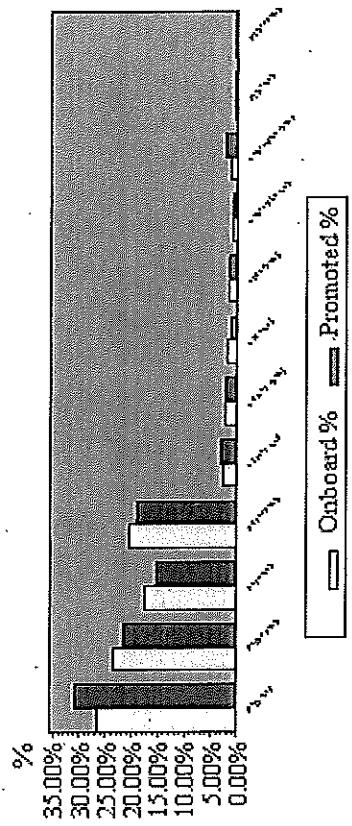


Table B9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Disability FY 2009

Occupations: All occupations except doctors and nurses.

3000-3999 VETERANS BENEFITS ADMIN VA-wide		TOTAL		Total by Disability Status			Detail for Targeted Disabilities					
[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=12 Onboard - Promotions to 13												
ONBOARD	#	2,896	1,839	521	477	59	3	4	9	11	7	8
	%	100.00%	63.50%	17.99%	16.47%	02.04%	00.10%	00.14%	00.31%	00.38%	00.24%	00.00%
PROMOTED	#	295	221	30	43	1	0	1	0	0	0	0
	%	100.00%	74.92%	10.17%	14.58%	00.34%	00.00%	00.34%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	295	187	53	49	6	—	—	—	—	—	—
GRADE=13 Onboard - Promotions to 14												
ONBOARD	#	1,366	820	365	171	10	0	0	1	4	0	4
	%	100.00%	60.03%	26.72%	12.52%	00.73%	00.00%	00.00%	00.07%	00.29%	00.00%	00.00%
PROMOTED	#	74	56	7	11	0	0	0	0	0	0	0
	%	100.00%	75.68%	09.46%	14.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	74	44	20	9	1	—	—	—	—	—	—
GRADE=14 Onboard - Promotions to 15												
ONBOARD	#	310	195	82	30	3	0	0	1	1	0	0
	%	100.00%	62.90%	26.45%	09.68%	00.97%	00.00%	00.00%	00.32%	00.32%	00.00%	00.00%
PROMOTED	#	32	25	4	3	0	0	0	0	0	0	0
	%	100.00%	78.13%	12.50%	09.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	32	20	8	3	0	—	—	—	—	—	—
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15												
ONBOARD	#	4,572	2,854	968	678	72	3	4	11	16	8	12
	%	100.00%	62.42%	21.17%	14.83%	01.57%	00.07%	00.09%	00.24%	00.35%	00.17%	00.25%
PROMOTED	#	401	302	41	57	1	0	1	0	0	0	0
	%	100.00%	75.31%	10.22%	14.21%	00.25%	00.00%	00.25%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	401	250	85	59	6	—	—	—	—	—	—

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 13-15 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability FY 2009

		Total by Disability Status						Detail for Targeted Disabilities						
3000-3999 VETERANS BENEFITS ADMIN VA-wide		TOTAL	[05] No Disability	[01] Not Identified Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE: GS 13/14														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	369	277	37	54	1	0	1	0	0	0	0	0	0
Relevant Pool	%	100.00%	75.07%	10.03%	14.63%	0.27%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GRADE: GS 15														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	32	25	4	3	0	0	0	0	0	0	0	0	0
Relevant Pool	%	100.00%	78.12%	12.50%	09.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GRADE: SES														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	4	3	0	1	0	0	0	0	0	0	0	0	0
Relevant Pool	%	100.00%	75.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent workforce - by Disability FY 2009

Please see Data Definitions for NOA codes and Pay Plans included in this report.

*** This data is not available.

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Disability FY 2009

3000-3999 VETERANS BENEFITS ADMIN VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
		#	%	#	%	#	%	#	%	#	%	#	%
Voluntary	#	1,000	551	232	17.80%	39	0	0	5	9	0	2	0
	%	100.00%	55.10%	23.20%	03.90%	00.00%	00.00%	00.50%	00.90%	00.00%	00.20%	00.00%	00.00%
Involuntary	#	143	92	14	31	6	0	0	0	0	1	0	0
	%	100.00%	64.34%	09.79%	21.68%	04.20%	00.00%	00.00%	00.00%	00.70%	00.00%	00.00%	00.70%
Total Separations	#	1,143	643	246	209	45	0	0	5	9	1	2	0
	%	100.00%	56.26%	21.52%	18.29%	03.94%	00.00%	00.00%	00.44%	00.79%	00.09%	00.17%	00.00%
Total Work Force	#	16,968	11,816	2,134	2,617	401	60	27	23	51	21	49	6
	%	100.00%	69.64%	12.58%	15.42%	02.36%	00.35%	00.16%	00.14%	00.30%	00.12%	00.29%	00.04%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types of separations.

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types recognition and awards.

*** This data is not available.

Table C9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Veterans Preference FY 2009

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included

ONBOARD	#	653	250	144	10	53		5	155	36
	%	100.00%	38.28%	22.05%	01.53%	08.12%		00.77%	23.74%	05.51%
PROMOTED	#	95	36	22	0	8		1	20	8
	%	100.00%	37.89%	23.16%	00.00%	08.42%		01.05%	21.05%	08.42%
EXPECTED	#	95	36	21	1	8		1	23	5

GRADE-7 Onboard Instructions to 8

ONBOARD	#	315	163	65	2	16		4		52		13
	%	100.00%	51.75%	20.63%	0.63%	0.63%		05.08%		01.27%		16.51%
PROMOTED	#	45	18	6	2		2		1		15	
	%	100.00%	40.00%	13.33%	04.44%		04.44%		02.22%		33.33%	
EXPECTED	#	45	23	9	0		2		1		7	

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GRADE=9 Onboard - Promotions to 10													
ONBOARD	#	159	108	25	2	9		0		12		3	
	%	100.00%	67.92%	15.72%	01.26%	05.66%		00.00%		07.55%		01.89%	
PROMOTED	#	2	0	1	0	0		0		0		1	
	%	100.00%	00.00%	50.00%	00.00%	00.00%		00.00%		00.00%		50.00%	
EXPECTED	#	2	1	0	0	0		0		0		0	

GRADE=10 Onboard - Promotions to 11													
ONBOARD	#	12	5	2	0	1		0		4		0	
	%	100.00%	41.67%	16.67%	00.00%	08.33%		00.00%		33.33%		00.00%	
PROMOTED	#	2	0	2	0	0		0		0		0	
	%	100.00%	00.00%	100.00%	00.00%	00.00%		00.00%		00.00%		00.00%	
EXPECTED	#	2	1	0	0	0		0		1		0	

GRADE=11 Onboard - Promotions to 12

T-1000 Co. EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Veterans Preferred 11-2009

occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included.

3000-3999 VETERANS BENEFITS ADMIN		TOTAL	Detail for Veterans Preference						
			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=5 Onboard - Promotions to 7	ONBOARD	#	316	192	59	2	21	2	33
	ONBOARD	%	100.00%	60.76%	18.67%	00.63%	06.65%	00.63%	10.44%
GRADE=6 Onboard - Promotions to 8	PROMOTED	#	423	212	101	3	26	4	67
	PROMOTED	%	100.00%	50.12%	23.88%	00.71%	06.15%	00.95%	15.84%
GRADE=7 Onboard - Promotions to 9	EXPECTED	#	423	257	79	3	28	3	44
	EXPECTED	%	100.00%	57.05%	17.06%	01.06%	05.39%	00.53%	16.80%
GRADE=8 Onboard - Promotions to 10	ONBOARD	#	2,182	1,243	376	20	122	10	368
	ONBOARD	%	100.00%	56.97%	17.23%	00.92%	05.59%	00.46%	16.87%
GRADE=9 Onboard - Promotions to 11	PROMOTED	#	1,893	1,080	323	20	102	10	318
	PROMOTED	%	100.00%	57.05%	17.06%	01.06%	05.39%	00.53%	16.80%
GRADE=10 Onboard - Promotions to 12	EXPECTED	#	1,893	1,078	326	17	106	9	319
	EXPECTED	%	100.00%	46.89%	16.72%	01.63%	09.54%	00.37%	20.04%
GRADE=11 Onboard - Promotions to 13	ONBOARD	#	2,246	1,278	365	12	152	18	355
	ONBOARD	%	100.00%	56.90%	16.25%	00.53%	06.77%	00.80%	15.81%
GRADE=12 Onboard - Promotions to 14	PROMOTED	#	1,352	634	226	22	129	5	271
	PROMOTED	%	100.00%	46.89%	16.72%	01.63%	09.54%	00.37%	20.04%
GRADE=13 Onboard - Promotions to 15	EXPECTED	#	1,352	769	220	7	92	11	214
	EXPECTED	%	100.00%	55.67%	11.96%	01.53%	05.52%	00.31%	21.63%
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12	ONBOARD	#	1,747	947	266	26	98	7	322
	ONBOARD	%	100.00%	54.21%	15.23%	01.49%	05.61%	00.40%	18.43%
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12	PROMOTED	#	652	363	78	10	36	2	141
	PROMOTED	%	100.00%	55.67%	11.96%	01.53%	05.52%	00.31%	21.63%
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12	EXPECTED	#	652	353	99	10	37	3	120
	EXPECTED	%	100.00%	55.67%	11.96%	01.53%	05.52%	00.31%	21.63%

ONBOARD	#	6,491	3,660	1,066	60	393	37	1,078	197
PROMOTED	%	100.00%	56.39%	16.42%	00.92%	06.05%	00.57%	16.61%	03.03%
EXPECTED	#	4,320	2,289	728	55	293	21	797	137

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7,9,11,12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table C9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Veterans Preference FY 2009

Occupations: All occupations except doctors and nurses.

3000-3999 VETERANS BENEFITS ADMIN		TOTAL		Detail for Veterans Preference							
VA-wide				None		5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=12 Onboard - Promotions to 13											
ONBOARD	#	2,896	1,656	466	30	173		7		416	148
	%	100.00%	57.18%	16.09%	01.04%	05.97%		00.24%		14.36%	05.11%
PROMOTED	#	295	168	43	2	17		1		52	12
	%	100.00%	56.95%	14.58%	00.68%	05.75%		00.34%		17.63%	04.07%
EXPECTED	#	295	169	47	3	18		1		42	15
GRADE=13 Onboard - Promotions to 14											
ONBOARD	#	1,366	816	232	20	79		3		153	63
	%	100.00%	59.74%	16.98%	01.46%	05.78%		00.22%		11.20%	04.61%
PROMOTED	#	74	53	5	0	2		0		10	4
	%	100.00%	71.62%	06.75%	00.00%	02.70%		00.00%		13.51%	05.41%
EXPECTED	#	74	44	13	1	4		0		8	3
GRADE=14 Onboard - Promotions to 15											
ONBOARD	#	310	188	60	5	15		2		26	14
	%	100.00%	60.65%	19.35%	01.61%	04.84%		00.65%		08.39%	04.52%
PROMOTED	#	32	12	8	0	3		0		7	2
	%	100.00%	37.50%	25.00%	00.00%	09.35%		00.00%		21.88%	06.25%
EXPECTED	#	32	19	6	1	2		0		3	1
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15											
ONBOARD	#	4,572	2,660	758	55	267		12		595	225
	%	100.00%	58.18%	16.58%	01.20%	05.84%		00.26%		13.01%	04.92%
PROMOTED	#	401	233	56	2	22		1		69	18
	%	100.00%	58.10%	13.97%	00.50%	05.49%		00.25%		17.21%	04.49%
EXPECTED	#	401	233	66	5	23		1		52	20

ONBOARD	#	11	8	2	0	1	0	0	0	0	0
	%	100.00%	72.73%	18.18%	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%
PROMOTED	#	1	0	0	0	0	0	0	1	0	0
	%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%
EXPECTED	#	1	1	0	0	0	0	0	0	0	0

TOTAL Grade 2-11 Onboard ~ Promotions to 3-12

ONBOARD	#	2,609	1,106	605	28	198	29	546	97
	%	100.00%	42.39%	23.19%	01.07%	07.59%	01.11%	20.93%	03.72%
PROMOTED	#	710	258	151	6	63	14	186	32
	%	100.00%	36.34%	21.27%	00.85%	08.87%	01.57%	26.20%	04.51%
EXPECTED	#	710	301	165	8	54	8	149	26

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increases permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

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VETERAN REPORT AS OF SEP FY2008

Status	Category	Total	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Asian Male	Asian Female	Native Hawaiian/Islander Male	Native Hawaiian/Islander Female	Amer Indian Male	Amer Indian Female	Other Male	Other Female
Non-Disabled Veteran	#	3,428	1,625	439	602	354	170	60	73	24	0	0	0	0	45	10
Non-Disabled Veteran	%	100.00%	47.40%	12.81%	17.56%	10.33%	4.96%	1.75%	2.13%	0.70%	0.00%	0.00%	1.31%	0.29%	0.58	
Disabled Veteran	#	3,845	1,711	478	739	488	180	57	87	15	0	0	51	10	18	
Disabled Veteran	%	100.00%	44.50%	12.43%	19.22%	12.69%	4.68%	1.48%	2.26%	0.39%	0.00%	0.00%	1.33%	0.26%	0.47	
Disabled Veteran % of Onboard	%	24.79%	11.03%	3.08%	4.76%	3.15%	1.16%	0.37%	0.56%	0.10%	0.00%	0.00%	0.33%	0.06%	0.12	
Total Veteran	#	7,273	3,336	917	1,341	842	350	117	160	32	0	0	96	20	38	
Total Veteran	%	100.00%	45.87%	12.61%	18.44%	11.58%	4.81%	1.61%	2.20%	0.54%	0.00%	0.00%	1.32%	0.27%	0.52	
Total Veteran % of Onboard	%	46.87%	21.50%	5.91%	8.64%	5.43%	2.26%	0.75%	1.03%	0.25%	0.00%	0.00%	0.62%	0.13%	0.24	
Non-Veteran	#	8,243	1,412	3,954	261	1,754	68	319	68	139	0	0	30	150	6	
Non-Veteran	%	99.99%	17.13%	47.97%	3.17%	21.28%	0.82%	3.87%	0.82%	2.29%	0.00%	0.00%	0.36%	1.82%	0.07	

DISABLED VETERANS

Status	Category	Total	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Asian Male	Asian Female	Native Hawaiian/Islander Male	Native Hawaiian/Islander Female	Amer Indian Male	Amer Indian Female	Other Indian Male	Other Indian Female

Disabled Veteran	#	3,845	1,711	478	739	438	180	57	87	15	0	0	51	10	18
Hires	#	783	353	88	166	103	23	7	12	3	0	0	16	6	3
Separations	#	364	117	23	47	25	10	6	3	0	0	0	5	2	96

STATION SELECTION = ALL
ORGANIZATION SELECTION = 3000-3999 VETERANS BENEFITS ADMIN
OCCUP SERIES SELECTION = ALL
PAY PLAN SELECTION = 1 GENERAL SCHEDULE GS/A
GRADE SELECTION = ALL
APPT TYPE = PERMANENT
DUTY BASE SELECTION = FT
COST CENTER SELECTION = ALL
EXCLUDE MEDICAL RESIDENTS
EXCLUDE CITIZEN=3
PAY STATUS = PAY

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VETERAN REPORT AS OF SEP FY2009

Status	Category	Total	White Male	Black Female	Black Male	Hispanic Female	Asian Female	Native Hawaiian/Pacific Islander Male	Native Hawaiian/Pacific Islander Female	Native American Indian Male	Native American Indian Female	Other Male	Other Female
Non-Disabled Veteran	#	3,527	1,653	477	598	364	176	65	78	23	5	0	49
Non-Disabled Veteran	%	99.99%	46.87%	13.52%	16.95%	10.32%	4.99%	1.84%	2.21%	0.65%	0.14%	0.00%	1.39%
Disabled Veteran	#	4,223	1,866	525	797	540	206	65	82	13	11	3	58
Disabled Veteran	%	100.00%	44.19%	12.43%	18.87%	12.79%	4.88%	1.54%	1.94%	0.31%	0.26%	0.07%	1.37%
Disabled Veteran % of Onboard	%	25.25%	11.15%	3.14%	4.76%	3.23%	1.23%	0.39%	0.49%	0.08%	0.07%	0.02%	0.35%
Total Veteran	#	7,750	3,519	1,002	1,395	904	382	130	160	36	16	3	107
Total Veteran	%	100.00%	45.41%	12.93%	18.00%	11.66%	4.93%	1.68%	2.06%	0.46%	0.21%	0.04%	1.38%
Total Veteran % of Onboard	%	46.34%	21.04%	5.99%	8.34%	5.40%	2.28%	0.78%	0.96%	0.22%	0.10%	0.02%	0.64%
Non-Veteran	#	8,979	1,625	4,271	289	1,847	79	337	69	188	2	13	37
Non-Veteran	%	100.00%	18.10%	47.57%	3.22%	20.57%	0.88%	3.75%	0.77%	2.09%	0.02%	0.14%	0.41%

DISABLED VETERANS

Status	Category	Total	White Male	Black Female	Black Male	Hispanic Female	Asian Female	Native Hawaiian/Pacific Islander Male	Native Hawaiian/Pacific Islander Female	Native American Indian Male	Native American Indian Female	Other Male	Other Female
Non-Disabled Veteran	#	3,527	1,653	477	598	364	176	65	78	23	5	0	49
Non-Disabled Veteran	%	99.99%	46.87%	13.52%	16.95%	10.32%	4.99%	1.84%	2.21%	0.65%	0.14%	0.00%	1.39%

Disabled Veteran	#	4,223	1,866	525	797	540	206	65	82	13	11	3	58	14	33
Hires	#	563	256	67	102	76	23	3	5	2	3	1	14	4	7
Separations	#	346	156	38	67	42	18	3	6	3	2	0	4	2	2

STATION SELECTION = ALL

ORGANIZATION SELECTION = 3000-3999 VETERANS BENEFITS ADMIN

OCCUP SERIES SELECTION = ALL

PAY PLAN SELECTION = 1 GENERAL SCHEDULE GS/A

GRADE SELECTION = ALL

APPT TYPE = PERMANENT

DUTY BASE SELECTION = FT

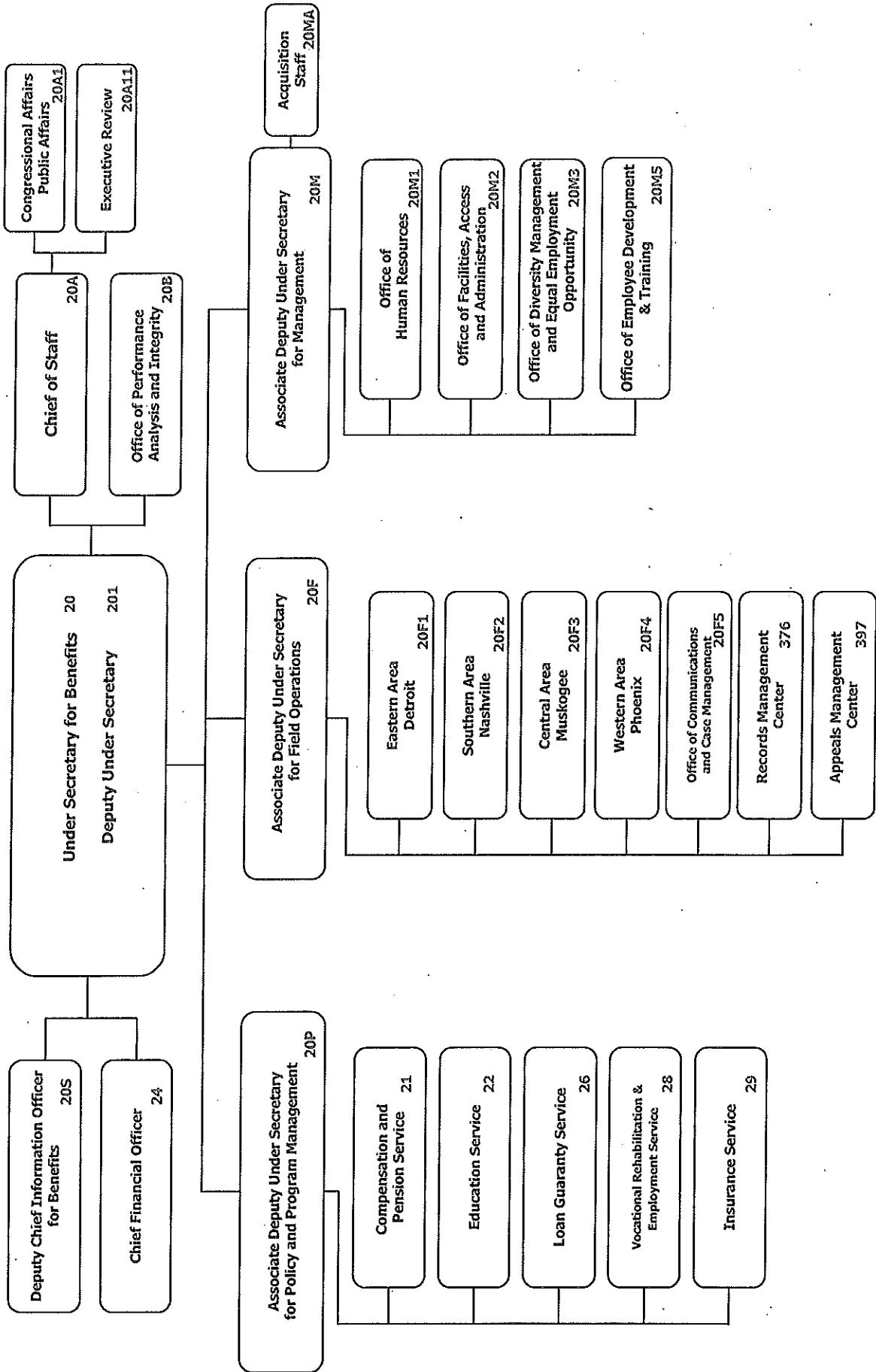
COST CENTER SELECTION = ALL

EXCLUDE MEDICAL RESIDENTS

EXCLUDE CITIZEN=3

PAY STATUS = PAY

Veterans Benefits Administration





**DEPARTMENT OF VETERANS AFFAIRS
Veterans Benefits Administration
Washington, D.C. 20420**

October 7, 2009

VBA Letter 20-09-42

Director (00)
All VACO Services and Offices and VA Regional Offices and Centers

SUBJ: Equal Employment Opportunity (EEO) Policy Statement

Our mission is to serve America's veterans and their families with dignity and compassion. As Under Secretary for Benefits, I strongly support the full implementation of equal and affirmative employment policies and objectives. This implementation enables VBA to achieve our mission and enhance the quality and productivity of our workforce by attracting, retaining, and advancing highly skilled and diverse employees within VBA. It is imperative that VBA accurately reflects the diversity of our customers and changing demographics of our country and communities. Please ensure that all VBA employees receive a copy of this letter reaffirming VBA's EEO Policy.

EEOC Requirement

Pursuant to the Equal Employment Opportunity Commission's Management Directive 715, VBA is issuing its annual EEO Policy Statement for calendar year 2009. Accordingly, VBA Letter 20-08-21, dated April 17, 2008, is hereby rescinded.

Statement of EEO Policy

It is the policy of VBA to provide equal employment opportunity for all employees and applicants for employment by prohibiting discrimination in all aspects of employment based on race, color, religion, sex, national origin, age and disability. Elimination of these forms of discrimination serve to promote a positive, affirmative employment program designed to eradicate barriers to employment and advancement with special emphasis on promoting diversity by increasing the representation of minorities, women, and people with disabilities at all levels of the organization.

VBA's policy of nondiscrimination applies to all programs, activities and personnel actions, including promotion, classification, demotion, transfer, recruitment, reduction-in-force, termination, recall, rate of pay, selection for training and career development, terms and conditions of employment, and other benefits. VBA supports the rights of all employees to exercise their rights under the civil rights statutes.

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VBA Letter 20-09-42

Director (00)

Organizational Commitment

My personal commitment to these goals goes beyond meeting legal requirements and directives of the Equal Employment Opportunity Commission. Experience has taught me that the uniqueness of each employee is an asset of incalculable worth. I am firmly committed to creating an environment within VBA that is free of discrimination, where all employees are provided with an opportunity to develop, perform, and advance to their maximum potential without regard to race, national origin, color, gender, age, religion, disability status, or sexual orientation.

Management Responsibilities

VBA's Office of Diversity Management and Equal Employment Opportunity is charged with overseeing and managing VBA's EEO programs and diversity initiatives. VBA's success in these areas depends on the support and positive direction provided by executives, managers, and supervisors within the organization. Leaders must set the right kind of example in this critical and ever-changing area. I am holding each executive, director, manager, and supervisor accountable for ensuring that EEO and diversity are leveraged within VBA to the maximum extent possible. I expect you to show initiative in employing veterans and persons with targeted disabilities, and in providing reasonable accommodations under the Rehabilitation Act of 1973.

As an Administration, VBA must not only reflect diversity, but must maintain sensitivity to our cultural differences and value the contribution each employee on our team makes to the accomplishment of our mission.

Employees' Obligation

I urge all employees to join me in an active commitment to employ the principles of equal employment opportunity and diversity, in their fullest sense, in all of our workplace activities.

I know that I can count on every VBA employee to support equal employment opportunity program goals and objectives by making nondiscriminatory employment decisions, and by demonstrating equality in employment opportunities and workforce diversity. I consider these integral components of VBA's organizational culture.

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VBA Letter 20-09-42

Director (00)

Who to Contact

For questions regarding VBA's Equal Employment Opportunity Policy, please contact the Office of Diversity Management and Equal Employment Opportunity at 202-461-9420.

/s/

P. W. Dunne
Under Secretary for Benefits